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Local Government Service

No. 2 FEBRUARY, 1935 Vol. XVI

MAKERS OF ENGLISH LOCAL GOVERNMENT

SIR EDWIN CHADWICK

By HERMAN FINER, D.Sc. Econ.Lond., Reader in Public Administration, University of London

THE centenary of the Municipal Corporations Act will give rise to many celebrations, for the Act of 1835 was a great landmark in the development of government. Yet it was more important for its promise than its achievement, weighty as that was. Its significance lay especially in the long-term influence that it exerted. For it was nothing less than the foundation of administrative science. It marked the passing of rule-of-thumb methods, and the substitution of the professional for the amateur officer. It brought into the world a race of administrators, a new branch in the subdivision of labour, a new type of skill, of incalculable benefit for the world, which, to-day and to-morrow, will be happy or miserable, according as it is applied or ignored in the associated government of our lives.

All that we now recognize as characteristic in English local and central government, and the two cannot be separated, was founded about 1835, and has grown up in the last century. Our welfare to-day, remarkably beyond anything dreamed of at the beginning of last century, is based upon the inventive faculties and energies of men like Edwin Chadwick, John Kay-Shuttleworth, creator of educational administration, William Farr, the statistician, and John Simon, the first Medical Adviser to the Government. Their lives were given to English Local Government, and prepared the places which the local officials of to-day occupy. Their activity and ideas are the most fruitful source of lessons in the science of administration. They deserve honour, and the first step to honour them is to know them.

Greatest of All

The greatest of all, because the pioneer, was Edwin Chadwick. He was born near Manchester in 1800; he died in 1890. From his late twenties his life was spent in the service of public administration. Why? He was trained as a lawyer, and would have made a great success at the Bar. But at twenty-eight the benevolence of his Wesleyan grandfather for the welfare of his fellow men surged up in him, and his attention fastened, for life, on the improvement of governmental institutions as the necessary basis of better civilization. This passion, overwhelming and unwavering, brought him into touch with the great philosopher of legal reform, Jeremy Bentham, and with philosophical Radicals like Francis Place (who made the Reform Bill, of 1832), James Mill and John Stuart Mill, economists and the architects of social and political reform, and others.

In 1832 he was fully launched on the career of administrative pioneer, when these friends secured his appointment as an Assistant Commissioner on the Poor Law Commission. Thence he became its first Secretary in 1834, holding office for thirteen years. He was no ordinary secretary: he regarded ideas and inventiveness, not mere technical execution of orders, as his business. In 1839 he was a Commissioner to inquire into the reform of the County Police. Between 1842 and 1848 he was the head and front of the movement for the creation of Public Health Institutions, and then a member of the Board of Health until 1854. Thereafter, excluded from office owing to the intrigues of slothful statesmen and local practitioners who could not stand his reforming energy, his efforts took the form of writing and propaganda for improved administration.

The Parish Dogberries

How shall we estimate his influence? He first brought to bear on public administration the radical force of the question: "Does this particular activity, does this particular piece of machinery, make for the greatest happiness of the greatest number?" He replaced tradition and authority, worm-eaten and encrusted with privilege, favouritism and incompetence, with administrative rationalism. Whatever could not meet the test ought to be demolished and new arrangements be constructed. How important it is that we shall always go back to first principles! And so Chadwick asked, "Ought we to go on pretending that the unpaid Overseers can efficiently and economically do the work of Poor Law Administration, or unpaid constables the work of detecting and apprehending offenders? Ought we to go on pretending that when Parliament has laid down the Poor Law, or Police Law, or Highway Law, that we can trust 15,000 parochial authorities to carry it out, without establishing a central department continually to refer them to first principles? Ought we to go on pretending that the Justices in Quarter Sessions—good, easy men—and their parish Dogberries can cope with criminals who can move about more and more rapidly, in proportion as the new methods of transport develop? Ought we to go on believing that the parish, with its glorious history, no doubt, still deserves to be absolutely independent of its neighbours and the central authority, when science teaches that infectious disease can be coped with better and more cheaply in larger areas, or that to catch criminals requires co-ordination of the watchful eye and the pursuing hand?"

These questions broke up the system of unpaid officers, introduced paid Assistant Overseers, for example, and other paid officers; and contributed to the breakdown of the idea of the absolute liberty of petty areas of local government to do as they liked, and, of course, to the establishment of the Poor Law Commission in 1834, the Central Board of Health in 1848, the first central administrative departments which fused together in 1871 as the Local Government Board, became the Ministry of Health in 1919.

Application of Exact Knowledge

Chadwick and all his school were not satisfied with general views and vague information and argument. Their rational principle could only operate properly if *exact* knowledge were applied. They were the forerunners of statistical analysis, the most modern development of which is analyses and comparisons of costs. They supported the extraordinary idea that before you can demolish and build, you must know! Before you can deny the right of others to build, you must know! It is necessary to know as much as you can, as *arithmetically* as you can, about both human nature and environment. As John Simon afterwards said, these men made *arithmetic argumentative*. Bentham proposed to construct a calculus of pleasure and pain (the "two sovereign masters of mankind") before Government should act! Chadwick proposed and secured the establishment of the Registrar of Births and Deaths in 1839, and suggested for appointment the great William Farr, whose services in the collection of "vital statistics" and in the interpretation of their meaning were unconditionally necessary to the development of public health administration. Look about at modern administration, and you will see that research, the careful analysis and measurement of cause and effect, have a central, a pioneering and controlling place, in all departments.

Preventive Administration

Yet Chadwick's services went far beyond all this. He introduced the conception of *preventive* administration. What he meant was this: that more happiness at less expense could be obtained by applying to government the proverb that prevention is better than cure. For example, how could he, as secretary of the Poor Law Board, keep down the poor-rate if two-thirds of the relief were occasioned by ill-health? Was it not better to make the proper capital and annual expenditure and prevent the bread-winners of families from becoming stricken with fever, and the members of the family, therefore, from being made a public charge? The investigations of his friend Dr. Southwood Smith in East London proved up to the hilt that it was. The inquiries set in motion by this into the health of towns all over England proved the principle on a wider scale. Segregate the causes, said Chadwick, and deal with them, and you'll save millions on the cure; millions wasted because the cure will usually come so late. That though it keeps people alive, their efficiency will be irrecoverable. Similar arguments operated in respect of the Police Force: a show of efficiency and readiness, and the certainty of detection and pursuit, will prevent people from ever becoming criminals.

The principle of preventive administration meant something more than this. It meant that

(*Continued on next page*)

MAKERS OF ENGLISH LOCAL GOVERNMENT

(*Continued from preceding page*)

there must be central government departments who would watch the administration of the powers and duties conferred by Parliament. These departments would overcome the slight knowledge of small authorities by the offer of information; maintain a minimum standard of efficiency so that good neighbours should not suffer from the negligence of the poor or incompetent; and think out beforehand the possible cases of difficulty and lay down rulings as to the action to be taken, for it was recognized that the method of waiting until the Law Courts were called in to correct violations or misinterpretations of the law, long after the error had occurred, was impractical. Hence the rise and development of the supervisory, sanctioning, compelling and inspectorial powers of the central departments. The first inspectors were the Assistant Poor Law Commissioners of 1832-4, and Chadwick was one of them.

Heresies—100 years ago

Finally, as a result of all this, Chadwick insisted on the necessity of a rationalized machinery of government. Ideas in government to be of worth must be embodied in rules and orders and instructions. The *men*, their work distributed to them rationally, properly co-ordinated, and organized, actually constitute the institutions of government. All the rest is dead apparatus. Accordingly he was a pioneer of appointment and promotion in the Civil Service by competitive examination in days when the Service was based on patronage. He taught and applied the principle of maximizing efficiency and minimizing expenditure in relation to it. If now you say that these ideas are familiar, that most of them are already embodied in our government, and only need development, this is a great tribute to Chadwick, for before his day these ideas were by no means common, rather they were heresies. His is the merit of their addition to our welfare. Nor should our acknowledgment end there. For if we grasp his principles firmly we shall always find, if we care to inquire, that there is always some activity of the State, or something that is private enterprise, that might well become public administration, which can still be tested and improved by the application of his standards.

Chadwick had a vision that was clear and far-sighted; a passion for public welfare which was of religious intensity; extraordinary energy and drive; he acquired by hard study whatever knowledge was needed to support his plans; force of character and remarkable vigour of logical argument. He failed in one thing only, which the *practical* administration of to-day must observe. He was not patient enough with his opponents; instead of learning how to handle them by studying *their* human nature, he tried to *drive* them by the force of his own intense conviction.

POTENTIAL MEMBERSHIP DIFFICULTIES

Two recent developments of more than ordinary interest have taken place in the formation of powerful branches of the Association at Great Yarmouth and in the West Norfolk Area. In both cases a considerable potential membership had presented difficulties as regards organisation, which have now been happily overcome. We take this opportunity of thanking very sincerely the several officers of the Norfolk County and Norwich Branches for their invaluable services in this connection, which have not only been of great assistance to Headquarters, but an encouragement to the officers and members of the new branches.

POLITICAL CONTROL OF LOCAL ADMINISTRATION

THE POSITION OF BURGOMASTER

DR. HELLMUTH VOSS (Cologne) has recently published a work in which he describes the position and functions of a burgomaster in Germany in comparison with those of the first municipal magistrates in England, France, Switzerland and the United States. He examines the question of the distribution of powers and duties between the representatives of the town and its administrative organ (burgomaster) and the measures to be taken to attract the best types.

It is admitted, he says, that under a democratic constitution the person placed in charge of the administration of local interests should not be one imposed upon the locality by a superior authority, or one who has secured the position by a competitive examination. His authority should derive from the confidence of the citizens. Election, therefore, is the only possible method of selection. Political influence being the basis of electoral opinion, such a method of appointment may result in the choice of an unsuitable subject as burgomaster, who may be merely a pliable instrument in the hands of the party or an automaton set in motion by the bureaucracy.

Should, therefore, local administration be removed from all political control? The impossibility of this proposal is demonstrated by the example of the city manager in America. There, the attempt was made to put into practice this ideal distinction, namely, to entrust the mayor with the political direction of affairs and give the city manager control of the administration. Thus excluded from any practical participation in the administration, the mayor found it difficult to play his part. On the other hand, the city manager found that it was practically impossible to restrict his activity to pure administration. Herr Voss concludes that although politics and administration may be quite distinct for a subordinate officer, these two are inevitably bound together so far as a chief officer is concerned.

To give a mayor practical control and then deprive him of all political character is utopianism. The most capable man will create nothing if he has no contact with the ideas of his period. The mayor should be in accord with the majority of the population, in close communication with the public, and constantly explaining his acts to them. Furthermore, when a non-party mayor is elected, it often happens that he becomes subject to the occult influence of this or that party. On the other hand, one who attains the office solely by political influence will frequently realise his responsibility to the public at large and display an independence and liberalism without reference to his party origins.

Dr. Voss argues that it is useless to rely upon literary or university training as a guarantee of suitability as municipal head. Communal administration demands a multitude of qualities, and specialisation of any kind may be a positive disadvantage. For example, legal training which would appear to be a qualification for a mayor, may fix the mind of its possessor upon the merely formal aspects of collective life. To such a person, the art of administration, which consists in solving practical problems, may be a foreign subject. Dr. Voss goes so far as to say that those jurists who have become excellent burgomasters have succeeded despite their legal education.

Sympathy, intelligence, and will-power; these are the qualities which should characterise a mayor. He should feel and anticipate the deepest needs of the local community, and should not seek to impose his projects by dint of mere authority. He should have a universal culture and such powers of assimilation and judgment that no technical specialist can impose his views without check or effective criticism. How can such a training be acquired? Only by the practice of municipal business and with the help of a general culture. Diplomas prove nothing and do not signify that a man has acquired the art of administration.

The author quotes the following description of the good French mayor which was made by an American observer: "The French mayor works in harmony with his assistants, whom he has not chosen, whom his council have elected, and whom he cannot dismiss. He also works in harmony with his municipal council, the majority of whose votes he must retain, and with the prefect. Whilst remaining in the ranks of his political friends, he must maintain an economical and efficient administration. In order to secure such objectives, preserve the necessary agreements and achieve happy results from this work of maintaining equilibrium, he must be an inspired administrator, a convincing orator, and a politician, all in one."

The task of a burgomaster is arduous, says Dr. Voss, but despite that—or rather because of that—it is singularly engrossing.

A HANDBOOK OF KENT

Biographical sketches of famous notabilities are contained in the first edition of the Kent County Year Book, compiled by S. C. Kendall. A short history of the Kingdom and Earldom of Kent, with special reference to H.R.H. the Duke of Kent, is also given in the book. There is a brief but comprehensive story about the Dutch fleet's attack on the Medway, a history of the Cinque Ports, and a survey of Kent's two cathedrals and Chatham dockyard. Indeed, this year book proves one of two things—that there is no reason why a year book should be uninteresting, or that it is impossible to write an uninteresting book of reference about this county. It is a book which should appeal to everyone who has any interest in Kent. It is a tabloid record of the county, both past and present. The Kent County Year Book ("Kent Messenger," Maidstone; price 6s. cloth, 6s. 6d. post free; and 3s. 6d. paper boards, 4s. post free, contains more than 400 pages of reading matter on interesting and informative subjects with numerous illustrations.

NEW WEST NORFOLK BRANCH

Arising out of a well-attended preliminary meeting of local government staffs in the West Norfolk area, a branch under this title comprising officers of the King's Lynn Borough and several Urban and Rural District Councils, together with a County Officers' Sub-Branch, has been formed. The membership is now approaching eighty, and every credit is due to the officers who have taken a leading part in creating this happy state of affairs, notably Mr. Harry Hopkins (Assistant County Surveyor) and Mr. Alfred E. Bushell (King's Lynn Borough). Two Service Conditions Committees have been set up, one covering the West Norfolk area, with the exception of King's Lynn, and the other for the Borough of King's Lynn alone. Mr. H. Hopkins has been appointed chairman and honorary secretary, with Mr. S. C. Betts as assistant honorary secretary; whilst Mr. M. Illingworth (Master, King's Lynn Institution) has accepted office as honorary treasurer. As regards King's Lynn Borough staff, Mr. A. E. Bushell has been appointed honorary secretary and Mr. H. Copeman honorary treasurer.

SERVICE CONDITIONS ABROAD

THE principal organisations of Belgian public officers recently held a joint meeting in Brussels to decide on the best means of defending the interests of their members in face of the threat of further wage and salary reductions. The Act of July 31, 1934, which gave the Government special powers, enables it in certain circumstances to reduce the remuneration of officials and other public employees; and recently, when the balancing of the budget was discussed, it was stated in the press that public servants ought to be required to make a sacrifice.

Leaders of the Federation of Public Servants and those of the independent Public Servants' Cartel then started negotiations with the Christian Union, and the Brussels meeting followed. The Christian Union, while expressing its great satisfaction at the very considerable resemblance between its own programme and that proposed by the other organisations, considered itself bound to abstain from joint action and to work towards its objects by its own means.

The delegates of the Federation and the Cartel then drafted a full and final common programme of defence. This concerns three mutually related essential points covered by the Special Powers Act, namely: (1) Respect for the minimum remuneration required for a livelihood, or "basic minimum"; (2) unbroken maintenance of the real purchasing power of all wages and salaries; and (3) the determination of the real cost of living.

All the arguments connected with these points in support of the public servants' position were collected. Lastly, it was agreed that a joint delegation from the Federation and the Cartel should call on the Government, speak in favour of their fully justified claims, and submit their programme in the name of the two organisations which would alone represent more than half of the persons employed by the State.

Rumania

A recent issue of "Industrial and Labour Information," published by the International Labour Office, contains some interesting information about a new Rumanian Act of August 18, 1934, which lays down precise rules for the revision of civil service appointments and regulation of the right to hold more than one post.

The Act provides that, in virtue of the provisions of an Act of July 9, 1934, relating to the simplification of public services and the adoption of urgent measures of economic and financial reform, all appointments, confirmations, and promotions made after January 1, 1924, in breach of the Public Services Act or other Acts governing civil servants shall be declared illegal, and also promotions, confirmations, and appointments made after January 1, 1924, on the basis of exemption from the general provisions in regard to appointment and promotion laid down by the various Acts.

The Act of August 18, 1934, contains detailed rules applicable to all public servants appointed after January 1, 1934, and gives a list of all the classes of civil servants who are to be regarded as having been illegally appointed or promoted or re-admitted to the service, or engaged under illegal contracts, together with rules for the procedure of revision and annulment of contracts of engagement.

In regard to civil servants holding more than one post and receiving more than one salary, the Act declares that no person may hold more than one position entailing a salary paid by the Treasury, a departmental or local authority, a Government monopoly, an insurance fund or any commercial department or special service or other public institution, the estimates of which require the sanction of Parliament or of a municipal, departmental or local council, or of the ecclesiastical authorities.

A civil servant (which term includes what we regard as a local government officer) shall not be considered as holding more than one post where the auxiliary functions in question are those of rector, dean or director of a scientific or cultural institution, or a director or inspector of schools, and are carried out by a member of the teaching profession or the clergy. Exemption is also granted in respect of functions carried out by the higher teaching staff in scientific, cultural or charitable institutions or in clinics, laboratories or seminars when such functions are naturally connected with the chair held by the person in question, provided that, in all cases, the number of separate activities shall not exceed two, and that they shall be carried on in the same place.

The Act further provides that no person may receive in any form more than one salary for posts held in public institutions or undertakings. In cases where the same person is authorised to hold two posts, the total salaries must not exceed a specified maximum.

Under the provisions of this Act, persons in receipt of pensions from the Treasury, the departments, the local authorities, or any other public institution may not hold any public post. Exceptions are made in favour of non-commissioned officers formerly retired on pension and now re-engaged, provided they have not drawn their pensions, together with disabled ex-service men and War widows, retired magistrates who lecture in higher educational institutions, and public servants discharged by reason of the abolition of posts.

The recognised associations of public servants are entitled, as is every individual citizen, to report cases of multiple employment occurring in violation of the provisions of the Act. The Courts are required to make the necessary inquiries within a month and, if the report is found to be justified, the public servant in question must be brought before the Court having jurisdiction in his case.

The Act provides for severe penalties, including suspension, dismissal, and fines which, in the event of insolvency, may be replaced by imprisonment.

It will readily be seen that most of this Act is concerned with a "tidying-up" process, but the disqualification from public posts clause does seem to be unnecessarily harsh. After all, public servants constitute the class of people who are aware, more than any other class, how to minister to the needs of the people, and to disqualify them from holding *any* public post merely because they are in receipt of a pension appears to be very drastic. It might have been justifiable if the clause had provided that public servants could not hold office under the authority from which they drew their pensions, but to bar them from all public posts is to bar the one section which has a ripe knowledge and sound experience of public administration, and all sections of the government will be to that extent the poorer. But we do not know what abuses are being attacked.

ORGANISATION AT YARMOUTH

The membership of this branch, registered with effect from November 1, 1934, has now reached 103, and is therefore rapidly approaching full complement. The Borough Engineer and Surveyor (Mr. S. P. Thompson) has accepted office as president, with the Borough Electrical Engineer (Mr. Percy E. Rycroft) as vice-president. The former will represent the branch on the Eastern District Committee.

We heartily endorse the appointment of Mr. H. J. Moore (Town Clerk's Department) as honorary secretary and congratulate him on his election as representative to attend the Annual Conference. Mr. Moore, in conjunction with the honorary treasurer, Mr. F. Shryane (who, incidentally, is an "old" member of N.A.L.G.O.), has achieved a wonderful degree of success in a short time, and we are confident that every member of the Great Yarmouth Branch will appreciate, as we do, the efforts which these officers and their committee are making towards a 100 per cent. organisation of the official staffs.

PARLIAMENTARY REFORM

DR. IVOR JENNINGS needs no introduction to local government officers as one of the most lucid exponents of the principles of local government. In this new book, "Parliamentary Reform" (Gollancz, 3s. 6d.), he has attacked a vexed question. As Dr. Jennings points out in his opening chapter, Government by the people has in all countries proved to be a myth. "Six hundred rather peculiar people cannot under any system of election express in themselves the inarticulate and unformulated ideas of forty million people."

The publication of Dr. Jennings' book is extremely opportune, since it is made at a time when the archaic and unwieldy system under which parliamentary business is at present transacted is very much to the fore in public opinion and when many people of all political parties are ready to recognise the need for drastic reform.

Suggestions for Reform

Dr. Jennings' suggestions for reform include the re-organisation by enlargement of the parliamentary draftsman's office, the development of the explanatory memorandum which now often accompanies a measure, the abolition of the now worthless debate on financial resolutions, and the substitution for the committee of the whole house of a series of committees each of some thirty members, which would be grouped around the departments mainly responsible for legislation. These committees should, the author contends, have power to hear explanations for Government departments on bills with which they are concerned and should be empowered, at their discretion, to hear outside evidence of a representative character as well.

Dr. Jennings makes another interesting suggestion that there should be established a finance committee linked to the Treasury which should report generally each year to the House on the character of the estimates. Such committee would be "a permanent Colwyn commission and Macmillan commission combined."

Another novel proposal is that there should be created departmental committees of members in conjunction with each ministry to act in an advisory capacity. The aim of Dr. Jennings' proposals is not only that members of Parliament should be enabled to give adequate consideration to the measures which they now so largely propose in vain, but that the whole process of legislation should be greatly "speeded up." Dr. Jennings also suggests an increase of "clauses acts" and instances the Local Government Act, 1933, as the kind of legislation which can be applied by subsequent statutes (especially in respect of borrowing, compensation to officers, etc.), without repeating provisions which have already been accepted as desirable by the House of Commons.

Delegated Legislation

In his proposals relating to delegated legislation, Dr. Jennings has utilised and enlarged upon the short notes on the subject by Miss Ellen Wilkinson and Professor Laski which form Annex VI to the report of the committee on Ministers' Powers. Miss Wilkinson stated in that note that Parliament can only deal really effectively with the principles and general plan of proposed legislation, but whereas Miss Wilkinson proposed that "details should be left to the experts" (which presumably would include civil servants), Dr. Jennings believes that details could be worked out by the committees composed of members of Parliament. Thus the organisation of the House would approximate, in some respects, to that of a large county borough or county council. One signal advantage of the author's proposals would be that the private member would be enabled to do useful and creative work instead of, as is inevitable under existing parliamentary procedure, being limited to an occasional speech and for the rest being an automaton, subject to the control of the party whips.—C. K. W.

MORE BOOKS

JONATHAN SWIFT

Nonesuch edition of JONATHAN SWIFT. Edited by John Hayward. (Nonesuch Press, 8s. 6d.)

Thackeray said that to think of Swift is like thinking of the ruin of a great empire. Swift's character has become one of the most interesting and baffling of the problems afforded by English literature. In a sense, Swift was a tragic figure—he would have been the delight of the modern psychiatrist, to whom his imperious pride, his melancholy, his strange friendships with Stella and Vanessa, and his grave humour, would have supplied the subject for fascinating investigation. What strange infantile fears, what inhibitions, led to the forming of his strange and complex character? In spite of the gallons of ink and reams of paper which have been used in an attempted elucidation of this problem, Swift is an enigma, the reasons for his bitterness, his active dislike for humanity in general, and his tenderness to those of whom he was fond, remaining now for ever obscure.

But Swift's writings are a perpetual delight. Swift is undoubtedly one of the greatest stylists and the greatest masters of irony in English literature. This magnificent addition to the Nonesuch series of unlimited editions offers a substantial collection of Swift's writings in prose and verse produced for the first time without alteration from the original texts. It includes "Gulliver's Travels," complete and unexpurgated. (It is hard for any reviewer of Swift to refrain from commenting upon the irony of this bitter satire having now become best known as a tale for children.) Also included in the edition are "Digressions from 'A Tale of a Tub'" and selections from the "Journal to Stella," "Directions to Servants" (an amusing satire showing that the servant problem was not less urgent in 1745 than it was to-day) and "Polite Conversation." For the first time also, Swift's most famous poem, the verses on his own death, is presented in its complete form with all notes.

The edition which is produced in accordance with the high standard which one always associates with the Nonesuch Press, contains a chronological table and general introduction with bibliographical notes, a short preface to each section and full textual notes.—*C. K. W.*

THE LONDON ROUNDABOUT

THE LONDON ROUNDABOUT, by Jan and Cora Gordon. (G. G. Harrap & Co., 5s.)

Books about London there are galore, but I know few which evince such a feeling for particular districts and such an insight into the mind of the typical Londoner, than this book by Jan and Cora Gordon.

The London Roundabout was first published in September, 1933, at the price of 10s. 6d. Now an identical edition, complete with the authors' delightful illustrations, has been published at 5s.

The character sketches of the people whom the authors meet from "The young man from the Electricity" to the inimitable "Mrs. 'Arris," are admirably done. Jan and Cora Gordon have an infinite curiosity about things and people and have the rare gift of imparting to the reader an intimate knowledge of their own outlook and experience. As is the case with all the delightful travel books which they have already written and illustrated, the reader feels that he not only knows Jan and Cora, but all the varied types of people whom they meet.

Cora was doing some sketches of people listening to the orators at the Marble Arch—

"'Ave yer noticed," said a soldier to Jo, who was sketching in the crowd, "it's the long-nosed folk what listens and the short-nosed what gets the fidgets and walks off?"

Jo reviewed her pages.

"You're right," she agreed. "Almost everyone of my drawings is of a long-nosed man."

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I.M.T.A. EXAMINATION LECTURES

An interesting series of lectures was delivered in connection with the Nalgo Correspondence Institute courses in preparation for the examinations of the Institute of Municipal Treasurers and Accountants at 24, Abingdon Street, during the week commencing December 31, 1934. Mr. Henry Brown, City Treasurer of Rochester and the Director of Studies, took the chair, and the following lectures were given:

"Law and Finance" and "Income Tax," by Mr. J. Deakin, A.I.M.T.A., A.S.A.A., Deputy City Treasurer, Rochester; "Book-keeping" and "Costing," by Mr. W. Bentley, A.S.A.A., A.I.M.T.A. (Hons.), Deputy Borough Treasurer, Shoreditch; "Rating and Valuation," by Mr. Henry Brown, F.I.M.T.A., F.S.A.A., City Treasurer of Rochester; "Auditing" and "General Commercial Knowledge," by Mr. W. E. Veasey, F.I.M.T.A., F.S.A.A., Borough Treasurer of West Bromwich.

Full notes on the lectures have been supplied to Nalgo Correspondence Institute students.

LIBRARY ASSISTANT AUTHORESS

The January issue of the Salford branch "Journal" contains an interesting note remarking upon the publication of a first novel by Miss Hilda Mary McGill, who is employed at the Manchester Reference Library. Miss McGill's book is entitled, "The Young Men Dream" and tells a romantic story set in the time of Edward III.

"THE STIMULUS"

"The Stimulus," the official organ of the St. Helen's and District branch contains in its November issue, annual reports of sections of the branch dealing with cricket and tennis, the dramatic section, and the Savings Association. There is also a letter from the Mayor of St. Helens, in relation to the tribute to be paid to Lord Derby on the occasion of his seventieth birthday. Volume II, for December, is practically entirely taken up with the report of the annual meeting, and a message from the Mayor, wishing the branch good luck in the new year.

"TYPISTS' TREASURY"

"The Typists' Treasury" (Jordan & Sons, Ltd., 2s.) contains over 6,000 helpful points for those who type or write. The author is Miss Kate Stevens, formerly Examiner to the Union of Educational Institutions. A very handy desk companion.

WELCOMING NEW YEAR

The New Year was welcomed in with fireworks at the dance of the Bath Branch of the Association. Nearly 400 attended the dance, among them being the Mayor and Mayoress (Mr. and Mrs. Aubrey Bateman). There was also a whist drive, the silver cup for which was won by Mr. A. Alexander.

The Mayor, in response to the enthusiastic welcome which was accorded him and the Mayoress, extended to the company, and particularly to the members of the Association, cordial wishes for 1935.

PRESENTATION

Mr. F. J. Simpson, for forty-seven years Town Clerk of Greenwich, was the recipient of a presentation of a standard lamp and silver salver on the occasion of his retirement. The presentation was made on behalf of the staff of the Council at a function organised by the Greenwich branch of N.A.L.G.O.

(*Continued from column 1*)

I should like to make endless quotations from this book, but space will not allow. I do recommend you to buy and read it for yourselves. It is one of the best book bargains that I know.—*C. K. W.*

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5	0	1	15	0
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7	0	2	9	0
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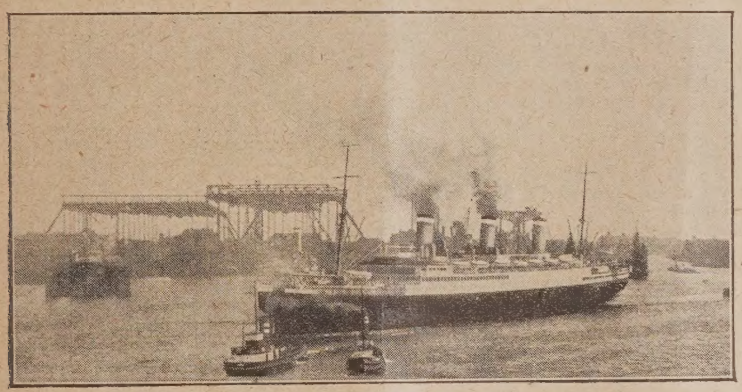
NALGO PROVIDENT SOCIETY, 24 Abingdon St., London, S.W.1

PORTS OF CALL ON THE CENTENARY CRUISE

HAMBURG, CITY OF ENTERPRISE

OF the several cities of call in the Local Government Centenary Cruise this year, Hamburg on the Elbe is in some respects the most attractive.

Hamburg in history occupies a position that few cities can equal, fewer still excel. For many centuries it has kept pace in the march of progress, looking always with confidence to the future and achieving where others have failed. With ourselves there has ever been a strong link of trading and social interests.



A BIG SHIP ENTERING THE FORT

A product of the Middle Ages, Hamburg was founded by Charlemagne about 808. In less than twenty-five years it had attained the dignity of a bishopric with personal patronage from the great. Under sanction of the Dukes of Holstein it became, about the 12th century, a Free and an Imperial City, so titled. As time went on a desire for further freedom manifested itself and the burgers sought actively a limitation of the Ducal authority. Complete independence was achieved some 950 years after the death of Charlemagne. An organized system of social life began with the city's commercial stride in 1189-90, when the Emperor granted many privileges, including a separate judicial system and exemptions from customs dues. With Lubick, in 1241, Hamburg joined in the foundation of the Hanseatic League to repel the advances of piratical Norsemen. Bremen coming in soon afterward made a trio which continued till the end of the League. The Reformation found a stronghold here, though not without some little dissent. Greater struggles came with the 18th and 19th centuries. Napoleon declared war upon Hamburg in 1799, on the pretext of political treachery. British property was sequestrated and in 1806 the city fell. France, now dominant, annexed the town and province. The population was reduced to nearly half, 100,000 becoming 55,000, and the city's financial loss was estimated at £7,000,000. But with the advance of the allies Hamburg's independence was restored and the French ordered back.

All this was the outcome of a trivial adventure known as the Napper Tandz affair, when Hamburg, very properly, had handed over to England a vain-glorious upstart who had engaged himself to deliver Ireland into the hands of Bonaparte—and failing had escaped to the banks of the Elbe. General loot, including the Bank of Hamburg, had taken place, hence the financial backing of British credits proved useful in the city's gradual recovery.

A Disastrous Fire

Friendly relations with ourselves again proved of service to Hamburg when, in 1842, a three-days fire reduced the city by one-third and made a financial loss of two millions sterling. The disaster brought down the beautiful church of St. Nicholas, but soon from the ruins arose a new Gothic edifice designed by Sir Gilbert Scott, who gave it the third tallest spire in Europe (482 feet) and perhaps the most elegant. So might a catalogue be continued.

Shipping intercourse has brought London much nearer to the free city than mere geographical measurement (425 miles). The route to and from Hull was always as straight a matter as latitude could well make it, hence there are records of organized sailing services ages before the invention of the steam paddle. In the art of shipbuilding Hamburgers have found a regular and naturally well suited outlet, and great was the public joy when in June, 1816, the first steam-packet of pleasure was launched on the Elbe. Across to that pleasant waterway has voyaged many a holiday craft and the 1935 Centenary trip will be sailing an historical path.

Hamburg joined the North German Federation in 1860 after the Senate had granted a new Constitution. Then followed the union with Prussia's new German Empire, all privileges being confirmed to port and city. Such freedom, however, melted away when Hamburg, the last of the independent cities, threw in its lot with the Zollverein in October, 1888.

The Trade of Hamburg

The principal trading seaport of Germany is the busiest commercial city, probably, on the Continent. Next to London it possesses the largest money exchanges in all Europe, the Bank of Hamburg dating its foundation from 1619. As a centre for general commerce it is excelled only by London, Liverpool, Antwerp and New York. Industrial strikes have impeded progress in their time, but have passed, leaving no more trace than the inundations of the Elbe. Trade goes on increasing and the present year has started well.

Of the total importations of all kinds to Hamburg that of British coal and particularly Northumbrian and Durham occupies the first place. It amounts to more than half the total import. The increase of the trade of Hamburg is most strikingly shown by that of the shipping belonging to the port, where some remarkable figures are recorded in the number of men employed and the tonnage in total. Very striking, also, has been the development of manufacturing industries. With the city's entry into the German Customs Union, followed, of course, by the removal of the barriers which previously had prevented goods manufactured in Hamburg from entering into other parts of Germany, a vigorous impulse was given to every aspect of trade and commerce. At the same time a section of the port was reserved as free harbour, in all an area of 750 acres of water and 1,750 acres of dry land. In anticipation a gigantic system of docks, basins, and quays was put into construction at a cost of over £7,000,000, of which the Imperial Treasury contributed £2,000,000. An entire quarter of the town was re-planned, the inhabitants re-housed and a general development made extending into every suburb.

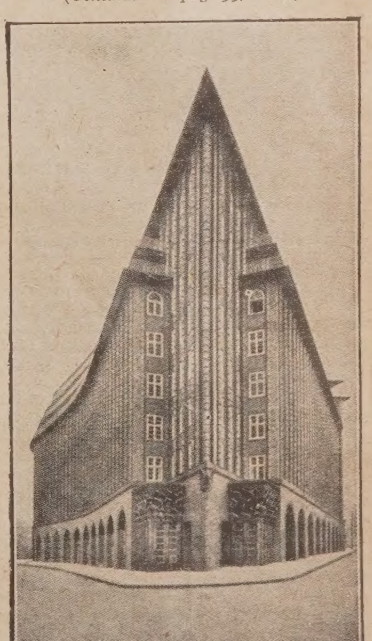
To the many pleasant surroundings the visitor is attracted by a variety of interests. Excursions to the Woodland Villages in the Alster valley are very inviting; to the magnificent Sachsenwald and Friedrichsruh (accessible by train), where Bismarck's castle and memorial chapel may be visited; or to Blankenese (by Suburban Railroad or steamer), picturesquely situated on the sloping banks of the Elbe. Near to Hamburg is the fertile Vierlande district known throughout the world for its orchards, vegetable gardens, and flower gardens. Excursions again go to the Luneburg Heath, to the Hamburg township of Cuxhaven (daily steamer service to and back throughout the summer, or by train). Here a favourite seaside resort situated on the wide estuary of the Elbe, and possessing a large and interesting fishing harbour, where thrift and industry abound.

Municipal Activity

Municipal activities are evident on every hand. One attractive piece of planning has widened Lake Alster into two large basins, making a flow through the centre of the town, with banks lined with public gardens and villas. Some of Hamburg's modern public buildings are architecturally interesting on account of the new style in which they are built, for example: Museum for the History of Hamburg, Public School of Arts, several school buildings, and the premises occupied by the Municipal Board of Revenue, Gansemarkt.

The intellectual life of Hamburg acquires its high rank from the important part played by

(*Continued on page 35, col. 1*)



TYPICAL GERMAN ARCHITECTURE (CHILI HOUSE)

NATIONAL EXECUTIVE COUNCIL

WHITLEYISM—THE POSITION NOW: BIG PERCENTAGE OF SALARY "CUTS" RESTORED: EXTENDING LIBRARY SCOPE FOR STUDENTS: THE HOLIDAY CENTRE

THE position with regard to the areas to be established for a complete system of Provincial Whitley Councils was one of the matters brought before the quarterly meeting of the National Executive Council at the Association's headquarters, 24 Abingdon Street, Westminster, held on Friday, December 14.

A recent resolution of the Metropolitan District Committee was laid before the meeting, stating that in their considered opinion there should be one Provincial Whitley Council for the whole of the Metropolitan Area, and that the areas originally suggested for Provincial Whitley Councils for the Metropolitan District should be amended accordingly.

Opinions of the Districts

The West Midland District Committee, it was reported, at a recent meeting deferred consideration of the suitability or otherwise of the original area for which the West Midland Provincial Whitley Council operated, and decided that the first steps towards the complete system of Provincial Whitley Councils was for the National Executive Council to approach Associations representing Local Government Authorities. The Standing Conference of Joint Councils for Local Authorities Administrative, Technical and Clerical Services with representatives of Staff Organisations has passed the following resolution: "That the Standing Conference appoint deputations representative of the Authorities' and Staff Sides to wait upon the appropriate Committees of each of the Associations of Local Authorities to urge them to support the establishment of a system of Provincial Councils throughout the country, and to use their influence with the local authorities who are members of the respective Associations to secure the active support of the authorities in the several areas." It was also agreed that attention should be drawn to the fact that the areas for Provincial Councils suggested in the list circulated by the Standing Conference are provisional only and can be altered if in any case it is found that such alteration would facilitate the establishment of a Provincial Council or Councils; and that every effort should be made by authorities and staff representatives on Provincial Councils to influence members of local authorities in the several areas in favour of the establishment of Provincial Councils throughout the country.

Sixteen replies in favour of the general principles of Whitleyism were received from a questionnaire issued to each branch of the South-Western District area, and two against. Nine replies favoured the present time as opportune for setting up Local Provincial Committees, and five were against. Sixteen of the eighteen branches declared that the initial steps for setting up Provincial Whitley Councils should be taken by the central bodies and it was reported that staff advisory committees were in being for Somerset County Council and Plymouth.

The South-Western District Committee has considered these replies and declared that the District Committee is in favour of the principles of Whitleyism; there should be only one Provincial Whitley Council for the South-Western area; the present time is opportune for setting up this Council; the initial steps in regard to the setting up of the Provincial Council should be taken by the Association through the associations of employing authorities and the Ministry of Health.

It was resolved that the Chairman and Vice-Chairman of the Committee should be appointed to meet representatives of the Metropolitan District Committee and to submit a report on the District Committee's proposal that there should be only one Provincial Whitley Council for the whole of the Metropolitan area.

The restoration of ninety per cent. of salary "cuts" by authorities in England and Wales was a statement included in the report of the Service Conditions and organization Committee. With regard to Scotland, the report showed a restoration by about sixty per cent. of the authorities concerned.

A special Sub-Committee of the Service Conditions and Organisation Committee was appointed to meet the Divisional Secretaries on the question of the organisation of the county staffs and to prepare a report, and it was also agreed to a procedure similar to that in regard to the organisation of county staffs, should be adopted in regard to Mental Hospitals and Mental Deficiency Boards.

Reference to the death of Mrs. Abbott was made at the meeting of the Education Committee. The Chairman intimated that the General Secretary had communicated with Mr. E. W. B. Abbott, conveying the sympathy of the Association in his recent bereavement.

Exemption from the Association's Preliminary Examination has been granted to 56 out of 59 applicants. Exemption has been granted from subjects in the Intermediate Examination in seven out of eight cases. The examinations of the Association were held on January 17, 18 and 19, 1935, at various centres. The following statistics show the number of candidates on this occasion compared with those at the examinations held in 1934:—

Preliminary, Jan., 1935, 81; Jan., 1934, 67; May, 1934, 88. Intermediate, Jan., 1935, 33; Jan., 1934, 45; May, 1934, 62. Final, Jan., 1935, 11; Jan., 1934, 11; May, 1934, 14.

The report on the Lending Library showed an expenditure of £315 11s. 11d. and an income of £258 17s. 6d. Since the last meeting of the Education Committee, 68 new applications for the loan of books have been received and 107 new books have been added to the Library. During this period the income has been £31 4s. 1d., and the expenditure £51 6s. 5d. It has been agreed that the scope of the library should be extended in order that members preparing for any Diploma in Public Administration may receive assistance through the Lending Library.

Examination Awards

Further awards have been made for the year 1934 under the Scholarships Scheme as follows:—

Association of Rating and Valuation Officers.—Exhibition: Mr. F. Boulter, Rating Officer, Wigston U.D.C.; Scholarship: Mr. E. M. Neville, Valuation Assistant, Woking U.D.C.; Prize: Mr. A. F. King, Valuation Assistant, Torquay B.C.

Society of Incorporated Accountants and Auditors.—Exhibition: Mr. E. Sinnott, Deputy Borough Treasurer, Middleton B.C.; Scholarship: Mr. J. Eccles, Audit Clerk, Lancashire County Council; Prize: Mr. W. H. G. Cocks, Deputy Treasurer, Dagenham U.D.C.

Institution of Municipal and County Engineers.—Scholarship: Mr. F. P. Clayton, Junior Engineering Assistant, Settle R.D.C.; Prize: Mr. W. R. Shepherd, Engineering Assistant, Barnes B.C.

Board of Trade Examination for Inspectors of Weights and Measures.—Scholarship: Mr. R. E. Parkinson, Assistant, Weights and Measures Dept., Bolton B.C.; Prize: Mr. J. S. Fox, Assistant, Weights and Measures Dept., Bucks C.C.

Poor Law Examinations Board—Relieving Officers Examination. — Scholarship: Mr. R. N. Nicol, Public Assistance Clerk, Coventry B.C.; Prize: Mr. A. E. Reed, Public Assistance Clerk, Northumberland C.C.

It was reported that with regard to summer schools, accommodation has been booked at Balliol College, Oxford, from July 20 to July 27, 1935.

782 students have enrolled in the N.A.L.G.O. Correspondence Institute since January, 1934. Fees paid during 1934 amounted to £3,685 10s. 4d. The number of enrolments for 1933 was 940.

Holiday Centre Improvements

A number of improvements to the Holiday Centres at Cayton Bay and Croyde Bay have been approved by the Committee. Bathing precautions are to be instituted at Cayton Bay by the use of line and reel equipment similar to that at Croyde Bay. A patrol man is to be on the beach each day at the "best bathing time." At Croyde Bay £965 is to be expended on kitchen equipment. A self-record-changing radio-gramophone is to be installed.

The Committee reported that out of 14,500 1s. copies of N.A.L.G.O. Diary and 1,500 1s. 3d. copies (containing a season ticket holder), 10,571 copies of the former and the whole of the latter have been disposed of.

It was reported that the following enrolments have been made since the inception of the Building Society: 8,256 members for paid-up and partly-paid shares; 1,020 depositors (N.A.L.G.O.), 693 depositors (non-members).

The Finance and General Purposes Committee reported that Mr. G. Lawson, representing the East and North area of the Scottish District on the National Executive Council, has obtained an appointment under the Unemployment Assistance Board. Since the last meeting of the Committee the retention of the increased rebate of 40 per cent. by the following branches on the recommendation of the respective District Committees has been authorised: Holland C.C., Leicestershire C.C., Lindsey C.C., Derbyshire C.C., Blaby, Oadby and Wigston, Glamorgan C.C., Monmouth C.C., Surrey County Officers', London and Home Counties Joint Electricity Authority.

Applications from the North Argyll, Ayrshire, West Lothian, Lanarkshire, Stirling and District, Aberdeen, Banff and Kincardine, Fifeshire, Dumbartonshire, Scottish Eastern Border Counties, and Kirkcudbright Branches were submitted to the chairman of this committee for confirmation, but his approval was not given, as it would appear from the resolution passed by the Scottish District Committee that all county branches which apply should get the rebate. From this decision it would appear that the District Committee has not considered the financial position of those branches which applied for the rebate and the chairman has stated that in these circumstances he could not give his approval to the applications submitted but that he was willing for the matter to be debated by the Finance and General Purposes Committee.

The South-Eastern District Committee has recommended that the Kent County Officers' Branch and the Canterbury Branch should be allowed to retain the increased rebate of 40 per cent.

North-Eastern District Committee has recommended that the Northumberland and Durham County Officers' Branches be allowed to retain the increased rebate of 40 per cent. This was approved.

It was reported that a letter had been received from the Clerk of the London County Council stating that, in connection with its work of indicating houses of historical interest in London, the Council has had under consideration a suggestion that the residence of Thomas Telford, engineer, of 24 Abingdon Street, should be commemorated and that it has decided, subject to the consent of the Association, to place on the house a tablet of glazed ware, provided that, in the event

(*Continued on page 35 col. 1*)

HAMBURG

(*Continued from page 33*)

rade and shipping. The University makes a peciality of the study of foreign countries and nstitutions. All languages, including those poken by the natives of Africa and Australia, re taught there. Principal scientific institu- ons: Institute for Tropical Hygiene, The Veltwirt International Economic Archives, he Institute for Applied Botany, in the grounds f the Botanical Gardens, etc., contribute to he same end. Opportunities for yachting, owing and other water sports abound. Zoo- ogical and Botanical Gardens close to Dammtor ailway Station. The celebrated animal park Hagenbeck's) is accessible by tram-car. Here egan the experiment of an open-air liberty Zoo s now developed by us at Whipsnade. he animals are not confined to narrow nclosures, but are accommodated in accor- ance with their natural constitution on large astures. Near the northern boundary of the ity there is the extensive New Municipal Park ontaining spacious sporting grounds (Stadt- alle Restaurant), accessible by Hochbahn Elevated Railroad). The famous Ohlsdorfer riedhof (Ohlsdorf cemetery), which is laid out ike a park, may be reached by Vorortsbahn Suburban Railway) or Hochbahn.

State Library, Art Galleries, Museums, Opera and Playhouses all under municipal ontrol, are in each case of highest merit. Sports arrangements are of the best and the German Derby is run on the Hamburg-Ibrun ourse.

NATIONAL COUNCIL

(*Continued from preceding page*)

he tablet being fixed, it will be returned to he Council if the premises should be demolished. t was resolved: That the suggestion made by the London County Council be approved.

Amended Rule

It was resolved: That the draft rule on the election of Honorary Officers be amended to provide that each branch shall receive a number of voting papers equal to the number of dele- gates which it is entitled to appoint to attend the Annual Conference; that each voting paper shall be signed by the Chairman and Honorary Secretary of the Branch; that the voting papers shall be received by the General Secretary by 5 p.m. on the last day for the receipt of papers.

It was resolved: That the draft rule on the venue of the annual Conference be amended to include provisions similar to those applicable to the voting papers for the election of Honorary Officers.

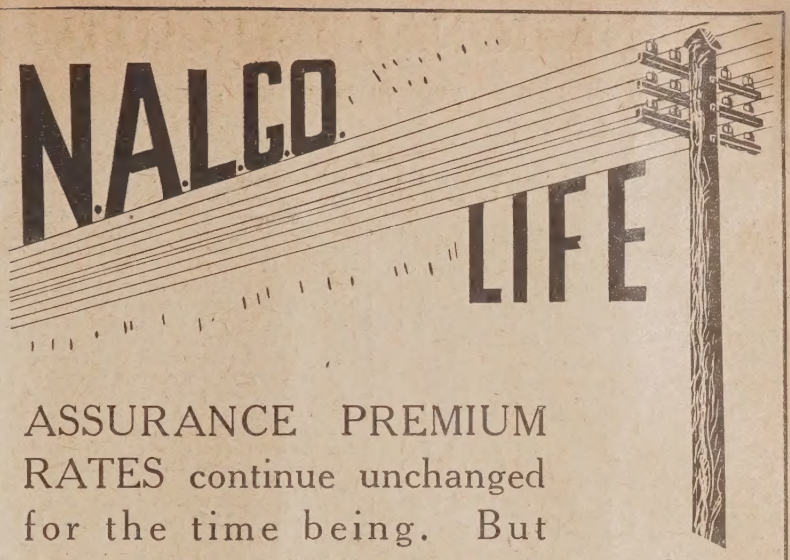
The General Secretary of the Association has been authorised to accept an invitation to address the Annual Conference of the National Union of Teachers on April 20, 1935.

It was resolved that the Association should become an affiliate member of the Association for Education in Citizenship at an annual affiliation fee of £1 1s.; and that Mr. Cecil G. Brown should be appointed to represent this Association on the Council of the Association for Education in Citizenship for the year 1934-35.

It was recommended that the rule regarding the annual meeting of Logomia should be amended by substituting the words "not less than five clear days before" instead of "at least forty-eight hours before the time of holding."

At a meeting of the Nalgo Provident Society Committee of Management it was resolved that a special Sub-Committee consisting of the Chairman, Vice-Chairman, Honorary Treasurer, and Messrs. S. H. Brodie, T. Nolan, and L. H. Taylor, be appointed to consider benefit schemes to encourage continuous membership in

(*Continued overleaf*)



ASSURANCE PREMIUM RATES continue unchanged for the time being. But many of the other Life Offices have already increased their Premiums.

DELAY IN TAKING OUT THAT N.A.L.G.O. POLICY

which you are thinking about may prove expensive to you. Therefore act immediately.

The following are examples of present

N.A.L.G.O. RATES:

WHOLE LIFE NON PROFIT ASSURANCES		WHOLE LIFE WITH PROFIT ASSURANCES	
Age next birthday.	Monthly Instalments payable throughout life.	Age next birthday.	Monthly Instalments payable throughout life.
20	1/10	20	2/7
25	2/2	25	3/-
30	2/7	30	3/6
35	3/2	35	4/2
40	3/8	40	4/10
45	4/7	45	5/10
50	5/7	50	7/-

Further particulars from:

N. A. L. G. O.,

24 Abingdon Street, Westminster, S.W. 1.

NATIONAL EXECUTIVE COUNCIL

(SUPERANNUATION: DEPRESSED AREAS BILL)

(*Continued from page 35*)

N.A.L.G.O. and report to the meeting of the National Executive Council to be held in March, 1935.

A statement showing the progress made from January 1, 1934, to November 30, 1934, as compared with the corresponding period of the year 1933, was submitted. In the Sickness Section the total membership this year was 13,782, and last year 12,134. The respective figures for the Death Benefit Section were 839 and 761.

Superannuation Case

The Law and Parliamentary Committee has resolved that the case of superannuation of transferred officers under the Rating and Valuation Act, 1925, should be taken to the Chancery Division of the High Court for a decision, in conjunction with the Local Government Clerks' Association.

A report was submitted on an important question as to whether a compensation award can be rescinded.

A member held the post of Rating and Valuation Officer under the former X Rural District Council. In 1928 the County Borough Councils of Y and Z extended their respective borough boundaries under statutory powers in each case at the expense of the X Rural District Council. The member's salary was consequently reduced and he was, after appeal to the Minister of Health for added years, granted a compensation allowance of £23 os. 8d. payable in certain proportions by the respective County Borough Councils. Subsequently, the member's salary was increased to a figure in excess of the figure he received prior to the extensions, and payment of the allowance was accordingly suspended. Under a County Review Order the X Rural District Council was abolished and the officer was transferred to the newly formed X Urban District Council by whom his appointment was subsequently determined. The member was duly compensated under the Review Order. In assessing the compensation under the Review Order, the Minister, however, excluded from the member's remuneration a sum equal to the amount of reduction of salary for which compensation had previously been awarded under the respective extension Acts.

The member then wrote to the Town Clerks of Y and Z asking for a resumption of the payment of the compensation allowance, but was informed that his right to payment of the compensation allowance awarded him in 1928 had not revived; that as shortly after the borough extensions in 1928 his post carried an increased salary and as this state of affairs would have continued but for the Review Order his position was due solely to the Review Order; that as compensation under the Review Order was assessed at a figure in excess of his salary prior to the borough extensions, his direct pecuniary loss under the Borough Extension Acts was limited to the one year immediately subsequent to the operation of those Acts, because after that period his salary was increased and would have remained at this increased figure but for the Review Order.

A point of very great importance, it was reported, was involved in this case, as a compensation allowance awarded under Section 120 of the Local Government Act, 1888, or under Acts which apply that section, or under the Local Government Acts of 1929 or 1933, is payable *for life*, subject, however, to it being *suspended* in certain circumstances. After considerable correspondence with the Town Clerks in question, it was eventually decided that a case be submitted jointly by the Town Clerks of Y and Z and by the Association for the opinion of Mr. R. P. Croom-Johnson, K.C. Mr. Croom-Johnson's opinion has been received, and he held that the member was entitled to a resumption of the payments in question.

Since the last meeting of the Committee, decisions have been given on the compensation appeals under the Local Government Act, 1929, which resulted in securing increases of annual compensation allowances as follows: £23, £43 3s. 4d., £77 11s. 8d., £13 6s. 8d., £35. Increases secured on appeals under County Review Orders were as follows: £266 10s., £4 3s. 4d., £13 6s. 6d., £30 12s. 3d.

11 cases for compensation for loss of office or emoluments have been dealt with since the last meeting of the Committee, and 17 on conditions of service of transferred officers. Also 62 superannuation cases and 27 legal questions.

Depressed Areas (Improvements and Development)

It was reported that the insertion of a clause in the Bill to safeguard the superannuation rights of any officers of local authorities who may be transferred to the service of the Commissioners for England and Wales and Scotland respectively had been moved on the Committee stage of the Bill, but it had not been accepted by the Minister in charge of the Bill, who, however, pointed out that if the services of any officers of local authorities were required by the Commissioners for the depressed areas, an arrangement could be made by which such officers would be lent to the Commissioners, thus preserving their superannuation rights under the superannuation scheme to which they were contributing.

The Committee further reported on national minimum scales and conditions, and considered the advisability of inserting scale of salaries for masters, matrons and stewards of institutions, but decided that, as there were no other comparable scales in the revised draft and as it was the general policy of the Association to support the scales of salaries advocated by the professional and sectional associations, no action should be taken in the matter.

The Committee reported a curious case in which a patient was sent to an institution on a three-day order by the police. The order expired at 9 p.m. at night, and the patient was not released until 11 a.m. the next morning when a relieving officer brought a magistrate to the institution and she was discharged. The woman then furnished a large sum of money to a firm of solicitors and instructed them to sue for wrongful detention and the writ was apparently issued, in the first instance against the medical officer, the assistant medical officer, the nurses, the driver of the ambulance, and the police. Subsequently the master was joined in the writ. There was a preliminary hearing of the action as to whether action could take place against one or other of the persons named. It may be unnecessary for the Association to take any further active steps in this matter.

NATIONAL COUNCIL REPORT

At the National Executive Council meeting held on December 29, at 24 Abingdon Street, Dr. Wotherspoon in the chair. The following were present: Messrs. H. Allen, A. G. Archibald, J. T. Baker, H. Begg, A. G. Bolton, C. G. Brown, J. Chaston, G. W. Coster, A. Day, F. R. Finch, Mrs. G. Franks, Messrs. G. S. Fraser, T. Freeman, J. E. Gee, Grainger, F. W. Greenhalgh, P. H. Harrop, G. Llewellyn, H. V. Merriman, H. Morris, J. Moss, H. S. Newton, A. Denton Ogden, D. J. Parry, A. Pinches, E. H. Scarlett, J. Singleton, E. J. Stead, G. A. Stone, C. Sweet, J. W. Vince, A. Webb, W. H. Wheelerah, J. W. Wilkinson, A. Wotherspoon. Apologies for non-attendance were received from Messrs. F. J. Willett, W. W. Armitt, D. L. Griffiths, A. A. Garrard, W. E. Lloyd and C. A. W. Roberts. The chairman reported that Mr. D. J. Parry, the Honorary Solicitor for Wales, had recently been appointed Deputy Clerk of the Glamorgan County Council, and it was decided that the heartiest congratulations of the council should be accorded to Mr. D. J. Parry on his appointment, together with best wishes for many years of successful administration.

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February, 1935

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Yet every day you are jeopardising your happiness and success if you use slipshod language. Faulty word choice has the power to ruin you socially; an error in writing might cause you to lose your job; an ambiguous sentence could upset your most carefully laid plans for the future.

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No one can get far ahead in business without a mastery of clear and terse expression, *because that very lack gives the impression that he or she is commonplace.*

Socially, the ability to talk interestingly is a tremendous asset. Have you not often envied the man or woman with conversational charm—the knack of saying things in a fresh and appealing way?

You may have excellent ideas, but if you cannot express them they are valueless. You may think your mind is dulled, and in all probability that is because it has no free outlet in expression.

Your English can be the greatest weapon you have, but if defective it can, like a faulty rifle, do you serious injury. If you are properly ambitious your aim should be to make your English error-proof, instantly effective and impressive. Then your employer, your friends, your clients and customers, and your casual acquaintances will respond to your resulting personality as you wish them to do.

You can master the rules of forceful expression at the small cost of a few minutes a day. In a comprehensive Course of ten engrossing lessons, with appropriate exercises, the Regent Institute provides the aspirant to social or business success with the means of achieving it.

The Regent way to the mastery of Effective English is the sure way and the swift way.

Be a Master of English

Language Power Means Greater Earning Power

STRIKING LETTERS

The many letters on file at the Regent Institute testify to the substantial benefits—intellectual, social and financial—obtained by students who have taken the Course in Effective English and Personal Efficiency. A few extracts:

His Best Investment

"I have been well pleased with the Course. It is the best thing I can remember paying for. Would I had known of it years ago!"—K. R. P.

Appointed to Responsible Post

"Since commencing your Course I have obtained a situation of some responsibility. It may interest you to know that this was the first post for which I applied after your lesson dealing with applications for situations."—D. A.

"Highly Satisfied"

"I am highly satisfied with your Course, which I have just completed. The methods of instruction leave nothing to be desired. I have greatly benefited by the Course."—E. W.

Course Brings Prosperity

"Your Course has been a wonderful help to me, and I am pleased to say I have prospered by it."—M. B.

"I Have Found Myself"

"This Course has helped me to find my proper self. It has shown me how to work towards success on methodical lines. My power of expression has been developed."—L. T.

* * * *

In its ten lessons in Effective English and Personal Efficiency, a spare-time postal Course which, because of its fascination, seems more like a delightful hobby than a scientific study system, the Regent Institute provides a short-cut to language-power. If you lack the ability to express yourself effectively and are handicapped socially or in business as a result, here at a moderate cost is the means of overcoming your deficiency. Write to-day for the Institute's prospectus, "Word Mastery." This interesting booklet will be sent free and post free on application to The Regent Institute (Dept. 338F), Regent House, Palace Gate, London, W.8.

Cut out this coupon and post it in an unsealed envelope (½d. stamp), or write a simple request for the booklet.

THE REGENT INSTITUTE
(Dept. 338F), Regent House, Palace Gate, London, W.8.

Please send me, free of charge and without any obligation on my part:

(*a*) A free copy of your booklet, "Word Mastery," describing your Postal Course in Effective English and Personal Efficiency.

(*b*) Particulars of the moderate fee and the convenient terms of payment.

Name .....
(Block Letters)

Address .....

.....

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been issued to branch officers from headquarters:—

JANUARY 1, 1935.

Circular No. 1/1935.
(To local correspondents of the Provident Society.)

(*a*) Enclosing an account form on which local correspondents are to record their expenses.

(*b*) Regarding the acceptance of chief officers' certificates in lieu of medical certificates for new entrants under forty years of age.

(*c*) Regarding the pass-book audit.

Circular No. 2/*AS*/1935.
(To local correspondents of the Approved Society.)

Containing information with regard to the payment of additional benefits.

JANUARY 7, 1935.

Circular No. 3/1935.
(To local correspondents of Logomia.)

Enclosing a copy of a circular which is available for circulation amongst members and setting out a form for the requisition of additional copies.

JANUARY 8, 1935.

Circular No. 4/*Gen.*/1935.

Relating to an arrangement with two London theatres concerning special parties.

Circular No. 5/*Diary*/1935.

(*a*) Stating that copies of the cheaper edition of the 1935 Diary are still available.

(*b*) Requesting an estimate from each branch of the number of diaries with the season ticket pocket which will be required next year.

SALARIES AND SERVICE CONDITIONS

Superannuation

Schemes have recently been adopted by the following authorities:—

Barrow-in-Furness C.B., Appointed day April 1, 1935.

Basingstoke B., Appointed day Jan. 1, 1935.

Heanor U.D.C. (for officers and workmen).

Oldbury U.D.C. (64 officers' posts designated), Appointed day April 1, 1935.

Sevenoaks R.D.C., Appointed day April 1, 1935.

Salary Reductions

Swansea C.B. has terminated the cuts in salaries as from January 1, 1935, and the West Ham C.B. as from April 1, 1935.

Office Hours

Arising from an application made by the Association to the Darlington Town Council, office hours have now been placed on a uniform basis.

Certain offices, it appears, closed at 5 p.m., whilst others remained open until 5.30. The Council has agreed to the request for all offices to be closed at 5 p.m. in future.

IMPORTANT DATES

Feb. 16.—Reunion of Holiday Campers and Canary Island Cruisers in London.

Feb. 28.—Branches to remit all monies due to the Association to Headquarters.

CHELTENHAM CONFERENCE

DATES TO REMEMBER

Mar. 1.—Return (Form C1) of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m.

Mar. 1.—Nominations for election of N.E.C. to be received at Headquarters by 5 p.m. (Form EL1.)

Mar. 1.—Nominations for Honorary Officers to be received at Headquarters by 5 p.m.

Mar. 1.—Motions for Conference to be received at Headquarters by 5 p.m.

Mar. 15.—Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.

April 1.—Journal will contain Conference Agenda.

April 1.—Report of the N.E.C. to be issued to representatives with Agenda.

April 15.—Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m.

April 15.—Voting Papers for N.E.C. to be in hands of Branch Secretaries.

April 23.—Voting Papers for N.E.C. to be in hands of members.

May 1.—Voting Papers to be in hands of Secretary of District Committee.

May 1.—Journal will contain amendments to motions in Conference Agenda.

May 2.—Counting of votes for N.E.C. commences in each district.

May 25.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 25.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.

June 8.—Whit Saturday. First day of Conference Proceedings.

June 10.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.

NALGO STAFF ASSOCIATION DANCE

AT CAXTON HALL ON MARCH 5, 1935

Tickets can be obtained from The Honorary Secretary, 24, Abingdon Street, Westminster, S.W.1.

COST OF LIVING

Below, we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: August, 42; September, 43; October, 43; November, 44; December, 44; January, 43; the percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	Nov.	Dec.	Jan.
Food	27	27	25
Rent	56	56	56
Clothing ..	90	90	90
Fuel and Light	70	70	75
Other items ..	75	75	75

NALGO APPROVED SOCIETY

IF YOU ARE A VOLUNTARY CONTRIBUTOR HAVE YOU STAMPED YOUR INSURANCE CARD FOR THE HALF YEAR JUST ENDED?

Members are reminded that their insurance card for the half-year ended January 6, 1935, should by now be in the hands of the Society's Local Correspondent. If you have not already done this, please arrange for your card to be stamped and handed to the Local Correspondent with your record card immediately, or in the event of not coming under the jurisdiction of a Local Correspondent, your card should be sent without delay to the Secretary, 24 Abingdon Street, Westminster, S.W.1.

MOVEMENT OF MEMBERS

Mr. D. T. Wilkins, Hornsey, to Clerk, Hampstead M.B.C.

Mr. R. G. S. Avery, Beckenham, to Engineering Assistant, Woolwich M.B.C.

Mr. A. S. Hay, Hornchurch, to General Clerk, Brentwood.

Mr. Duncan Gray, St. Marylebone, to City Librarian, Nottingham.

Mr. S. Adamson, West Riding County Officers' Branch, to Superintendent Relieving Officer under the Devon C.C.

Mr. J. D. Barnes, Middlesbrough, to Superintendent School Enquiry Officer under the Doncaster Council.

Mr. G. W. B. Chambers, North Riding County Officers' Branch, to Assistant Public Assistance Officer under the Derbyshire Council.

Mr. C. B. Easterbrook, West Riding Branch, to Public Assistance Officer under the Wakefield Council.

Mr. T. Mackie, Northumberland Branch, to Inspector under the Port of London Sanitary Authority.

Miss Jane Spence, South Shields Branch, to Ward Sister at the Berrington Hospital, Cross Houses, near Shrewsbury, under the Shropshire C.C.

Mr. W. Wilson, Spenborough, to Senior Assistant, Town Clerk's Department, under the Banbury Council.

Mr. E. W. Woodhead, Bradford, to Director of Education under the Norwich Council.

Mr. W. Ward, Settle, to Assistant Surveyor under the Holmfirth Council.

Mr. A. M. Fletcher, Durham, to Casepaper Clerk (Scarsdale Area) under the Derbyshire Council.

Mr. H. G. H. Holmes, Nottingham, to Quantity Surveyor, Norfolk C.C.

Mr. G. Tookey, Newport (Mon.), to Engineering Assistant, Bristol.

Mr. T. K. Cuerdon, Newport (Mon.), to Engineering Assistant, Finchley.

Mr. T. R. Johnson, Nottingham, to Deputy Borough Treasurer, Wolverhampton.

Dr. G. F. Bramley, Burton-on-Trent, to Senior Assistant Medical Officer of Health, Birmingham.

Mr. C. L. Lewis, Cardiff, to Treasurer's Department, Brentford and Chiswick.

Mr. P. M. Williamson, Coventry, to Accountancy Assistant, Brentford and Chiswick.

Mr. N. G. W. Tombs, Malvern, to Treasurer's Department, Chelmsford.

Mr. E. Dakin, N.W.D. Small Authorities, to Accountant, Cleethorpes.

Mr. A. R. Laurence, Wallasey, to Accountancy Assistant, Heston and Isleworth.

Mr. W. E. Walley, Cheltenham, to Engineering Assistant, Chester.

Mr. J. Foot, Broadstairs, to Surveyor's Clerical Assistant, Uckfield R.

Mr. J. Ruse, Wiltshire, to District Surveyor, Hertfordshire.

Mr. J. E. Garner, Horsham, to Rate Collector, Henley R.

Mr. G. O. Davis, Wiltshire, to Assistant in Borough Treasurer's Department, Ealing.

Mr. R. P. Stone, Weymouth, to Town Planning Assistant, Hayes U.

Mr. J. O. Milner, Bristol, to Housing Manager, Chelmsford.

Mr. John Campbell, who has been appointed Chief Public Assistance Officer for Stirlingshire, takes up duties from February.

Mr. Thomas Beattie, Assistant Area Sanitary Inspector for the Melrose District, has been appointed Burgh Surveyor and Sanitary Inspector of Buckie.

Mr. Johnston has been appointed Public Assistance Officer of Port Glasgow in room of Mr. J. M. Loughran, who has received an important appointment under the Board.

Mr. W. G. Robson has been appointed Public Assistance Officer of West Lothian in room of Mr. Geo. Sinclair, who has also received an appointment under the Board.

Mr. Allan G. Hamilton has been appointed Public Assistance Officer of Inverness in room of Mr. Donald, and Mr. McCrystal has been appointed to succeed Mr. Jas. Campbell at Helensburgh

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

THE LOT OF THE REFORMER

A MAN who knew witches in this country, a gardener who lived from 1813 to 1894, in his written recollections tells us "There were four measures proposed annually by Members of Parliament when I was a young man, in which I took interest, namely, Mr. Wallace's motion for penny postage, which was laughed at by Peel, Gladstone, and others; Mr. Villier's motion for the repeal of the corn-laws, which was received with derision; Mr. Berkeley's motion for vote by ballot, which the great guns of the day said was "un-English"; and Lord Duncan's motion for the repeal of the window tax, which was thought to be wild."

Any analysis of the political party history of this country reveals that whatever may be the number of parties or the variety of labels, they are eventually canalized into two lobbies—the "yes" and the "no." Professor Hearnshaw puts it another way. He says that you will always find that one party has its face to the past and the other with its face to the future. It is obvious that our friend the old gardener was progressive enough in his younger days to be on the side of the reformers, otherwise he would not have recorded the incidents.

To many of this generation it will appear strange that anyone should think that only wild men would favour the abolition of the window tax or the repeal of the corn-laws. But are we sure that we are ourselves not doing exactly the same thing to-day? A "reformer" is always regarded as a person akin to the bogeyman, or, to use an up-to-date term, a "bolshie." He is the non-compromising person who wants to make radical changes and his opposite number is the person who believes that the present is the best ever. You can recognize the latter in the person who says, "No" and sticks to it and thinks that makes him a strong man.

Low Record in Disputes

But between these two extremes are various shades of opinion. Billy Kent once remarked at a famous beefsteak dinner of an American Municipal Voters' League, "Fellow Reformers, our problem is how can we make the other fellow better without being too damned good ourselves." But we will come back again to our gardener's lesson. Let us take a modern idea—Whiteyism. From its very birth there have been staunch advocates of the principle, and there have been others who have said, "It will not work." We can therefore judge best on results. We have before us a copy of the Ministry of Labour Gazette in which it is stated that for 1934 the total number of lost working days through workpeople being involved in disputes was 960,000—the lowest since the keeping of records of this character was first instituted over forty years ago. In fact, this is the first time the figure has fallen below a million. In 1921, the total number of lost working days through similar causes was nearly 86,000,000 and in 1926 the huge total of 162,230,000. The low record of 1934 coincides with a record number of workers being affected by collective agreements concerning wages and conditions. It is estimated that 10,000,000 workers now have their hours and rates of pay fixed by agreement between unions and employers' associations. That is a wonderful tribute to the efficacy of the Whitley machine. To some types of employers, we should imagine that to come to agreement with the workers may cost something in personal vanity, but what is that compared with the reduction of the economic loss which is always the price of an industrial dispute? Some day, in the recollections of another gardener, it will be written, "I remember the time when Whitleyism was thought to be contrary to the best interests of industry; when Whitleyism was looked upon as a means of depriving the employer of being the 'master in his own house'." So many changes are dependent upon readjustment of long-standing ideas for their success. When the method of settling all conditions of service by the true principles of Whitleyism become general, those who have known nothing else will wonder how civilized people ever tolerated the old methods of "pull devil, pull baker". It is not generally recognized that when work-people accept the Whitley system they accept a share of the responsibility for the success of the industry.

There was a time when local authorities said they would never have superannuation. There will come a time when their successors will say that those who put a pension scheme into operation were wise administrators. Changes have always taken place and they alone make history. Some people say that history repeats itself. It doesn't really, because repetition does not make history.

Movement is Inevitable

Local government in its modern sense is only one hundred years old, but there have been many changes in that short time. There will be many more changes in the future, and it is far more important that we should understand the influences at work than to waste time on taking sides with protagonists. It is not possible to understand why local government has developed to its present magnitude during the past century without knowing something of the changes that have come over industry, commerce, and the social habits of the people. It is all inter-related, and the speed of change in the nineteenth century is already a slow motion picture compared with the speed of change in this century. There was a time in the past century when a very mild form of change provided a life-time's controversy, but to-day theories become obsolete before they have been properly aired in the world of experience.

The gardener of 1990 will have a glorious time writing his recollections. Biographies, recollections and histories make entertaining reading, but the man who scores is he who anticipates change, the person who is ready for it and usually he is "above" controversy. There is a profound truth underlying all things, and there is an inevitibility of movement. It is the "ifs" and the "buts" upon which the controversialists thrive. The river finds the sea in the end, and its course would be much more direct if it were not for the awkward contours, the stubborn bits of land which say "No" to its progress. It has to go round, but it goes on and singularly enough the obstruction only adds greater force to its volume and speed. The faculty to see the trends which indicate change is the basis of success in business, in finance, and in organization. It is so rare that some people call it a gift.

THE CENTENARY

DIARY FOR FEBRUARY

8th Lincoln Centenary Dinner.
14th Public Lecture at School of Economics. H. Finn on "The Improvement of the Environment."
17th Merseyside Service at Liverpool Cathedral.
18th Commencement of Merseyside "Municipal Celebration" week.
21st Public Lecture at School of Economics. W. J. Jennings on "The Problem of the Poor."
23rd Conclusion of Merseyside "Municipal Celebration" week. Earl of Derby guest of honour at banquet.
28th Public Lecture at School of Economics. Lord Snell on "The Growth of Municipal Democracy."

AT RANDOM: COMMENTARY ON CURRENT TOPICS

By HYPERION

The Passing Chapter

AN interesting commentary on the post-war years is to be found in Shane Leslie's new book, "The Passing Chapter." Mr. Leslie covers a great variety of subjects ranging from the febrile amusements of the upper ten to politics and sport; from religion, science, art, to the present day trend of literature. He strives a little too much, I think, after epigram, but his comments, though often daring and sometimes severe, all bear the hall-mark of sincerity. I have extracted a few *obiter dicta*, which, though they bear no relation to each other, will give you an idea of the scope and style of this entertaining book:—

"*All classes are now united in their demand for cheap amusement and petty thrills, provided by the cinema and wireless. Children who go to the movies once a week cannot conceive the expectations of the child who looked forward a whole year to the Christmas Pantomime. Society uses the cinema as much as the theatre. Only a limited circle, over-rich and over-advertised, keeps up a form of entertainment* de luxe. *Whoever can provide champagne and Folies-Bergere in the drawing-room is at the top. At one of these Jane Marnay was brought from Paris at an enormous fee to play her side-show. The hostess, resenting the fee, bade her eat with her servants. The French actress, on hearing that she would not have to mix with the guests, immediately reduced her charges by half!*"

* * *

"*Clothes are more important than ever. Women constructed them originally as a defence against men. They are now their offensive against their own sex.*"

* * *

"*Food has to be destroyed in Christian countries like babies in China. Modern progress can be described as educating the necessitous to purchase the unnecessary:*"

* * *

"*The stars were to be found steeplechasing across Space. Eddington sees grounds for some divine Mathematician at the back of it all. Life itself is rumoured to be only a distemper on the surface of a planet. Human Progress itself may be but a form of local itch. Must we believe that the constellations are charging the heavens in a blind steeplechase? Philosophers, however, argue a Starter and theologians a Judge. That is all we can grasp.*"

* * *

Letters in "The Times"

In a recent number of the political quarterly, Mr. Kingsley Martin has an interesting article on writing letters to the press.

He read the correspondence in *The Times* for the month of August last year, asking himself as he did so what motives led the writer to sit down and address himself to the Editor of *The Times*. He came to the conclusion that the large majority of *The Times* letter-writers come from a single social group, and that the columns of that august newspaper cater primarily for the retired *rentier*, the professional or business man who lacks regular occupation, but who retains a desire to express his views on public questions. There are some priceless quotations from letters. This one, I think, "takes the biscuit":—

"*With reference to Sir Theodore Chambers' interesting letter on the stinking willy . . . it may be of interest that the late Caroline, Countess of Seasfield, my great aunt, told me, when staying with her at Castle Grant, Strathspey, that this weed was among the fodder brought up from Scotland for the horses of the Duke of Cumberland's army.*"

The Doings of the Great

Why is it, I wonder, that the public has such an insatiable appetite for details of the private lives and habits of the upper "ten thousand."

The Lords Casterosse and Donegal and a host of gossip writers who emulate them, have helped to brighten the British Sabbath by their chatter about the unimportant doings and sayings of the smart set. And now I see that Mr. "Ike" Hoover (no relation to the President) has written a book which is a best seller in America, in which he passes a critical eye over the nine Presidents of the United States, whom he has served at the White House. Thus we read of how Taft had to have a special bath built for him, since, when he first used the White House bath, he stuck in it; how Woodrow Wilson, during the courtship of his second wife, had a private wire installed between their two houses, and "put orchids before affairs of State"; and how Coolidge used to have his head rubbed regularly with vaseline while he was having breakfast.

But what I do not understand is the reason for the popularity of these *vies intimes*. Is it just curiosity or is it the inherent snobbishness of the human race?

What the Stars Foretell!

Birthday Predictions.—The dominant forces shaping your life in 1935 will be (*a*) Business associates, relatives and friends; (*b*) your own or other people's love affairs and marriages.

Thus, if you are a proud parent of grown-ups you will acquire a son- or daughter-in-law. If you are single you will engage to marry; if you are married the stork will probably make a call at your home. If the stork is already on his way it will be a girl!

* * *

For the mechanical worker, transport man, manufacturer or official, twelve profitable months lie ahead. But those who work in banks and merchandising concerns will be more efficient at spending than earning.

* * *

(From the *Sunday Express*.)

So now you know what to expect for 1935!

* * *

The Weather

A friend of mine who spent Christmas near Bristol informs me that she saw swallows in the country near there before Christmas. The exceptional mildness of December and the early part of January has produced all kinds of anomalies in the way of flowers being out at unusual seasons. In my own garden there are some daffodils already out—and this is January 11. In fact, we can re-echo to-day the lines from *A Midsummer Night's Dream*:

"And through this distemperature we see
The seasons alter; hoary-headed frosts
Fall in the fresh lap of the crimson rose,
And on old Hiems' thin and icy brow
An odorous chaplet of sweet summer buds
Is, as in mockery, set. The spring, the summer,
Chilling autumn, angry winter, change
Their wonted liveries, and the mazed world
By their increase, now knows not which is
which."

The Dentist's Chair

The other day I was in the unenviable position of sitting in my dentist's chair, when his secretary came in and said, "Mrs. B. is on the telephone and wants to know if she can make an appointment for to-morrow."

"Yes," said the dentist, blithely. "That will be quite all right—but don't forget to charge her up for the appointment she has broken to-day."

"That," he told me, "is a very rich patient of mine, who nearly always cancels about six appointments she has made before she can screw up enough courage to come. The money she has paid me for broken appointments would keep her teeth in order for the next ten years. And she is as stupid as she is rich. She is so stupid, that sometimes I can hardly bear to do her teeth."

Which I thought rather unkind considering how lucrative a patient she was!

The Modern Parent

Here is an entertaining extract from an article by the Zoo Correspondent of the *Sunday Times*:

"*The Zoo's emus have had a slight disagreement, and, as a result, they will be living apart for the next two or three weeks.*

"*The trouble was due to the cock bird's desire to incubate eggs. In common with the South American rhea, the cock bird sits on the eggs instead of the hen, and although the correct nesting season is not due until next month, the Zoo's male emu began to follow his wife about, scratching holes in the ground to encourage her to lay. These holes irritated her so much that she began by grumbling, and then, as he continued to make these nests, she turned on him.*

"*After the fight the emu still persisted in making holes, and as there was another quarrel it was thought advisable to separate the birds until the hen is prepared to be domesticated.*"

In the same issue James Agate, reviewing Michael Egan's play, *The Dominant Sex*, writes:

"*Thousands of years later somebody invented the thing called 'equality of the sexes.' Woman began to feel, goodness knows why, that to extort a price for mutual fulfilment was unsporting. It was as though a young woman should say to a young man: 'Yes, I'll play tennis with you, but only on condition that you go shopping with me first, and take me out to dinner and a theatre afterwards!' But still the sex wanted to dominate, though feeling the need for more justifiable excuse. Therefore it invented the thing known as 'careers for women.' 'Very well,' the young woman began to say, 'you may romp with me if you like. But the result of romping may be a child, which you will kindly recognise is your wish and not mine. And, of course, you realise that if you force me to have a child you interrupt my career!*'"

I leave it to you to draw the moral—if any!

High Praise

A Medical Officer of Health had bought a new car and had taken a little girl for a ride in it. When she got home, her mother asked her how she had enjoyed herself. "Oh, it was lovely, Mummie," she said. "You know, the doctor has such a *wonderful* roadside manner."

Miscellany

(1) *Economy.*

"Economy is going without something you do want in case you should some day want something which you probably won't want."—*Anthony Hope.*

(2) *Modern Advertising.*

"I like the Women of the Bible very much, and the illustrations are really beautiful," says Mrs. B. Lane, of Ludlow, Salop. "If the Bible were only written as attractively as the Women of the Bible is, more people would read, and, better still, would understand it."—*Daily Herald.*

(3) *You cannot be too careful!*

Lady Gough, distinguished blue-nose of England, wrote a book on Etiquette in 1863, and on page 80 I find this paragraph:

"That perfect hostess will see to it that the works of male and female authors be properly separated in her bookshelves. Their proximity unless they happen to be married should not be tolerated."

(4) *Early Rising.*

"I am not an early riser. The self-respect which other men enjoy in rising early I feel due to me for waking up at all."—*William Gerhard.*

(5) *Repartee.*

"Boo!" roared a voice from the gallery when G. B. Shaw came forward, amid thunders of applause, at the close of one of his plays. "Boo!"

"I agree with you, sir," said Shaw; "but what are we two against so many?"

OFFICIAL AND PERSONAL

At the close of the annual meeting of the South-Eastern District Committee, a presentation was made to the retiring Honorary Secretary, Mr. H. F. Veness, until recently Chief Sanitary Inspector to the County Borough of Hastings, now retired under the Superannuation Act of 1922. In making the presentation the Chairman, Mr. A. Webb (N.E.C.), recalled that Mr. Veness had served on the Committee since its formation, and said he had done a tremendous amount of work for the Association in the district. Mr. Veness had been a member of this District Committee since 1918, served as County Secretary of Sussex for a number of years and Assistant Secretary of the Committee, and on Mr. Darke's death was chosen as Hon. Secretary of the South-Eastern District. During all those years Mr. Veness had worked night and day and on his holidays on behalf of the Association, particularly on the work connected with the District Committee. His quiet and unassuming manner on all occasions had won the appreciation of all. The presentation took the form of an illuminated address, an album containing the signatures of the members of the District Committee, and a cheque. Mr. Veness suitably responded.

* * *

The many friends of Mr. Henry Johnson, of Wimbledon, will join with the staff of the Wimbledon Borough Council in congratulating him on his elevation to the rank of Justice of the Peace. This distinction is by no means the only one conferred on Mr. Johnson during his career in the Public Health Department, where, upon his retirement in April, 1934, he was Chief Sanitary Inspector of the Borough. In the last year of his service he was asked to accept the Presidency of the local branch, and that branch takes this opportunity of offering its grateful thanks to him for the skill, courtesy, and unfailing kindness by which he distinguished his year of office.

* * *

Newport (Monmouthshire) Corporation have appointed Mr. Dudley Childs, A.I.M.T.A., as Assistant Internal Audit Clerk, following nine years' experience in a similar capacity at Torquay. Mr. Childs was awarded Third Place in the Final Examination of the Institute of Municipal Treasurers and Accountants (Inc.) in 1932; and Second Place at the Intermediate Examination of the Society of Incorporated Accountants and Auditors in May, 1933; while he is also known as a winner of the "Sir Arthur Robinson" Essay Prize in connection with the N.A.L.G.O. Summer School in 1933.

* * *

Mr. G. W. Tombs, of the Treasurer's Department, Malvern U.D.C., has recently secured an appointment with the Borough Treasurer, Chelmsford. On his leaving Malvern, the members of N.A.L.G.O. presented Mr. Tombs with a handsome wristwatch, the gift being handed over by Mr. Hodgson Hayes, the Council's Treasurer, and Vice-President of the Branch, and in doing so he assured Mr. Tombs of the good wishes of his colleagues for future success.

* * *

Mr. James A. Coles, Superintendent Registrar of Bristol, has retired after 46 years in the Registration and Poor Law Services. In 1888 be became assistant to the Hackney (London) Superintendent Registrar, and in 1892 was appointed an Assistant Clerk to the St. Olaves' (London) Guardians, where he

MR. J. A. COLES, of Bristol.

gained such a practical experience and knowledge of the Poor Laws, Local Government Orders and Union Assessment Committee Acts that he quickly rose to be a first class Assistant Clerk. The financial matters, election work and building schemes received his special attention. When the Thames was frozen to an abnormal degree in 1894-5, he assisted in unemployment matters in that part of London, largely dependent on dock and riverside work at a time when exceptional hardships and trials were brought about by severe inclement weather. A labour yard, which made history, was opened; the equivalent to 61,600 men were employed therein, and as many as 1,750 on one day.

Mr. Coles then had exceptional experience with assessment work, and with his chief, spent considerable time in the High Courts. In 1898, when there was an amalgamation of Unions and extension of boundaries in Bristol, Mr. Coles was appointed to assist in reorganisation in Bristol with the late Mr. J. J. Simpson. Here Mr. Coles devoted much time for poor children who came to the Guardians—their first care, boarding out in cottage, scattered and other Homes, their education and emigration, placing out, apprenticeship and after care. Building and engineering matters also received his special attention besides the general administration.

On the retirement of Mr. Simpson, Mr. Coles succeeded him as Clerk to the Board of Guardians and Clerk to the Assessment Committee. When Mr. A. Dodge died in 1922, Mr. Coles was elected Superintendent Registrar for the City and County of Bristol. He has issued certificates enabling about 19,000 marriages to take place and has conducted about 11,000 weddings in his office.

He has been a keen supporter of the Officers' Associations and Benevolent and Orphan Fund in London, Bristol and nationally; and in 1913 was President of the Gloucester and Somerset Poor Law Officers' Association.

* * *

Mr. Ernest Alfred Miller, of Woodford, who has recently retired, can look back on many years' splendid work for N.A.L.G.O., of which he has been a member since its inception. He was appointed assistant to Mr. Alfred Miller, assistant overseer and collector at Wanstead and Woodford in 1894, and on the retirement of the latter in 1907 he was appointed assistant overseer and collector to the Woodford Urban District Council. When the Rating and Valuation Act, 1925, came into force, Mr. Miller was appointed Rating and Valuation Officer and Chief Financial Officer. He retired recently on the amalgamation of the urban districts of Wanstead and Woodford. Mr. Miller was the first Thrift Secretary of N.A.L.G.O., a branch of the Association's work to which he devoted a great deal of time. For a number of years he collected, published, and circulated the Association's list of recommended holiday addresses, which has now developed into the N.A.L.G.O. Holiday Guide. Mr. Miller has been Chairman of the Epping Forest Branch of the Association since its formation.

* * *

We regret to announce that Mr. K. C. Kerr, Deputy Borough Accountant of Worthing, passed away on January 6. Mr. Kerr had occupied the position at Worthing for the past twelve years and was previously engaged with the Swindon and Hornsey Corporations. With his passing the National Association of Local Government Officers has lost a very enthusiastic

(*Continued on page 50, Col. 2*)

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THE SPECIAL ACTIVITIES DEPARTMENT

RECORD PROGRESS FOR 1934 IN ALL BRANCHES: THE POPULARITY OF THE HOLIDAY CENTRES CONTINUES

A REVIEW of the year's work of the Special Activities Department must of necessity consist of a brief résumé of the varied subjects which have been grouped together at Headquarters in the interests of better organisation. The Department was created in July, 1932, with the object of amalgamating the various activities which had been commenced from time to time for the benefit of members, and also to deal with matters of a commercial character which constantly arise in connection with the affairs of such a large organization. The advantages of this centralization were two fold: it enabled concentrated effort to be applied to that side of the Association's work which catered for the personal or domestic needs of the members and which they keenly appreciated, and it permitted undivided attention to be given by other departments to the important problems affecting the professional welfare of the members. The year 1934 has seen record progress made in almost every section of the work covered by the Department.

NALGO. BUILDING SOCIETY

The rapid strides made by the Nalgo. Building Society again exceeded all expectations. Over 5,000 new investors were added to the membership roll, bringing the total to 10,255. The gross share and deposit capital received exceeded £660,000, truly an amazing result for a Society established so recently as August, 1932. The withdrawals of shares and deposits, and interests on these two accounts, amounted to over £84,000. Over 1,000 new mortgages were granted involving a sum of £549,000, which represented an increase of £122,000 over the previous year. 7,212 share certificates were issued to investors. The balance sheet will show that the Society is in an exceedingly sound financial position with assets amounting to nearly £1,250,000.

From the Society's point of view this is a magnificent achievement, but what does it mean to the members? It means that facilities provided by the Association have, in two and a half years, enabled over 10,000 members to invest their savings profitably and with the utmost confidence, and nearly eighteen hundred have been able to purchase houses on very advantageous terms. The introduction of the Society's 90 per cent. and 100 per cent. advances at a low rate of interest resulted in many members realizing their ambition to commence buying a house several years earlier. The Society is indebted to local correspondents, numbering 321, who have devoted untiring energy, and often sacrificed their leisure hours, to the interests of their colleagues. The following branches recorded the highest membership figures on December 31 last:—

Branch	No. of Members	Local Correspondent
Manchester	273	W. Woodhead
Leeds ..	232	A. Teale
P.L.A. ..	208	G. A. Gwyn
West Ham ..	192	E. P. Pye
Sheffield ..	138	E. V. Steer
Kent C.C. ..	137	A. Lindsey
Nottingham ..	117	J. Pepper & J. R. Lowe
Oldham ..	106	L. V. Caussidiere
Middlesex ..	97	C. H. Whines
Sunderland ..	95	W. A. Forster
Durham ..	93	J. Curry
W. Riding ..	91	F. C. Stapleton
Lancs. C.C. ..	91	T. Pearson

All who are connected with the administration of the Society look forward to 1935 with the greatest confidence. The key note of the Society's success lies in the quality of the service rendered to the members, and this is always the first thought of the Committee of Management and of the staff at Headquarters.

HOLIDAY CENTRES

The activity next in order of importance is perhaps the Holiday Centres at Croyde Bay, North Devon, and Cayton Bay, near Scarborough, which have become so popular amongst the members of the Association, and have experienced a very successful season. There is accommodation for about 470 persons and during the popular months the whole of it was occupied and many applications had to be refused. These Centres provide members with holiday facilities under ideal conditions at inclusive fees varying from two guineas to £2 7s. 6d. per week. In order to make the maximum use of the accommodation during the less busy periods, the Committee has decided to admit retired members of the Association who are paying the retired membership subscriptions to the centres during April and May for 35s. per week. Improvements are constantly being made, and during 1934 included an additional hard tennis court, installation of electric light in each bungalow, and more garages at Croyde Bay. At Cayton Bay a new crown bowling green and another putting course were opened, the recreation and dining rooms and the kitchen were enlarged, and the children's playground was terraced and turfed. A full programme of work and improvements was put in hand this winter in time for the 1935 season.

Acting on the instructions of the last Annual Conference, the N.E.C. has decided to extend the existing facilities either by purchasing a property suitable for a Guest House or establishing another Holiday Centre. Propositions are being considered, but at the moment it is doubtful whether further holiday facilities will be available for the coming season.

CRUISES AND TOURS

The 1934 Cruise to Spain, Portugal, Morocco and the Canary Islands, was the sixteenth of its kind organised by the Association, and met with a similar success to previous voyages. The S.S. *Alondra* was almost fully booked, and the passengers were provided with a delightful three week's holiday at a very reasonable fare. A programme of continental tours was also arranged through a well-known touring organisation, covering Belgium, France, Switzerland, and Oberammergau for the Passion Play.

Quite early in 1934 elaborate arrangements were commenced for the cruise to the northern capitals on August 3, 1935, as part of the celebrations for the Centenary of Local Government. The S.S. *Doric*, owned by the Cunard White Star, Ltd., has been selected for the voyage, and even at this early date nearly 400 berths have been reserved. The party will be able to visit municipal enterprises in Norway, Denmark, Sweden, Russia and Germany, and other organised excursions will be available to them.

RE-UNION

An opportunity was given to those who had visited the Holiday Centres or taken the Cruise, of meeting again in London and in Manchester, and reviving the holiday spirit for an evening. The combined attendance totalled 1,000, and members travelled from all parts of the country. That attendance is expected at the London function alone this year, which takes place at Harrod's Restaurant on February 16. The northern members will meet in Manchester on March 23.

THRIFT SCHEME

This scheme was administered for many years by the Metropolitan District Committee before being transferred to Headquarters in July, 1932. A large number of members, principally from London and the suburbs, take advantage of the facilities, and during 1934 13,400 introductions were issued. It is impossible to enumerate here the various articles which can be supplied, but full particulars will be given to any interested member on production of his current Association subscription receipt.

SALES

With two exceptions no important change occurred during last year in connection with the sales of the various articles which come under the Department. The N.A.L.G.O. Holiday Guide, containing a large selection of recommended holiday accommodation, maintained its usefulness and its sales, which were in the region of 4,000 copies. The "Help Yourself" Annual, which is sold each year to help the Association's Benevolent and Orphan Fund produced the well needed sum of £2,826. The sales increased by 576 copies to a total of 41,863, which, although not a record, was highly satisfactory in view of the many sources from which these annuals can now be obtained.

The sales of the 1934 issue of the N.A.L.G.O. Diary were outstanding, having increased from 8,629 to 14,463. This was due to an all round improvement in the quality and appearance and to the price being reduced from 1/6 to 1/-. It is safe to assume that the Diary was the best article of its kind on the market at the price. The 1935 issue is even better and considerably more copies have been sold. How many of the members who purchased the Association's first Diary in 1921 for 2/- remember its painted red edges and shiny black leather cover?

In response to a number of suggestions, an important alteration was made in the setting of the Association's colours, which are now red, white and two blues. Articles such as sports badges, ties, mufflers, scarves, slip-ons, sweaters, bathing costumes, tobacco pouches, belts, cuff links and ribbon have been produced in these colours and are available at prices slightly in excess of the manufacturers' price.

GENERAL

The Department has also been engaged on other matters affecting the policy and future publication of the "Local Government Service," the erection of a £4,500 extension at Headquarters which was completed in December last, the general maintenance of the Buildings at 24 and 26 Abingdon Street, and purchasing the various requirements of the Association.

Hints for After-Dinner Speakers at Local Government Functions

(1) Don't quote the maxim that the three main qualifications for an after-dinner speaker are "to be able to stand up, speak up, and know when to shut up."

(2) Act on it.

(3) Don't tell the gondola story.

(4) Don't talk "shop" all the time.

(5) Turn your mind into a quick-firing gun, not into an ammunition wagon.

(6) Don't carry about a lot of facts like bulldogs and loose them upon your audience at the least provocation.

(7) Don't mention rates, percentages, averages, overdrafts, loan charges, and/or sanctions, or figures of any kind.

(8) Don't speak for more than ten minutes.

(9) Remember the toast-master who said to the guest who was about to make a speech: "Are you ready now, sir, or shall we let them go on enjoying themselves for a little longer?"

(10) Don't be too facetious.

(11) Don't make too many puns.

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LONG SERVICE IN N.A.L.G.O.

Local Secretaries' Records

We have pleasure in recording that this year two secretaries of the Gloucester and Northampton branches, Mr. C. J. Luker and Mr. J. W. Sharpe, respectively, have both twenty-five years of service to their credit.

Mr. Luker was appointed the honorary secretary of the Gloucester Municipal Officers' Association on its formation in December, 1909, and he has held office since without a break. Twenty years later, in 1929, he was appointed President of the branch in recognition of his long services, and that year held the two offices conjointly.

MR. C. J. LUKER

On attaining his "majority" in his work for the Association, which was in 1931, he was presented at a meeting of the Southern District Committee, held in Gloucester, with an inscribed gold medal. Up to three years ago, Mr. Luker was the local correspondent for all activities connected with his branch. This month (February) he will have been in the service of the Gloucester Corporation for forty-five years—an enviable record.

MR. J. W. SHARPE

Mr. J. W. Sharpe was appointed honorary secretary of the Central Warwick branch on January 25, 1910, and has acted continuously as a branch secretary since that time, for he took over similar duties in the Northampton branch when he obtained an appointment in that city.

In a recent interview, Mr. Sharpe said: "When I became interested in the work of N.A.L.G.O. I could see that without an organization of this kind the local government officer would be at the mercy of the members of the local authority under which he served. I am satisfied now that N.A.L.G.O. has fulfilled many of the objects I had in my mind at that time. The work I have put in has been a labour of love. My interests are still there, and as long as I can be of service to the Association I shall be pleased to carry on."

B. & O. FUND RECEIPTS

The Committee of Management of the Benevolent and Orphan Fund reported that receipts for the period January 1, 1934, to November 27, 1934, were £13,415 18s. 4d. Payments for the same period were £15,851 17s. 6d.

SCOTTISH NOTES

THE annual meeting of the Scottish Council, held at Glasgow, on December 22, was largely attended. The chairman, Mr. Hugh Begg, F.R.C.V.S., presided, and the annual report submitted by the secretary was most encouraging. It showed that during the year excellent progress had been made. There was an increase in membership, according to returns received from branch secretaries, of 677. Two new branches had been established during the year. The report went on to comment on education and referred to the success of the Summer School at St. Andrews and to the progress made in connection with the Diploma in Public Administration. It also referred to the conditions of service negotiations which had taken place during the year. These concerned a variety of subjects, such as salary deductions and the negotiations for the restoration of these deductions; and the adoption of six new superannuation schemes during the year. Compensation for loss of office, breach of contract, sick pay, continuity of employment, and office hours, had also formed subjects of negotiations.

The Law and Parliamentary work had been concerned early in the year with the Unemployment Bill and the Poor Law (Scotland) Bill and the Action of Declarator in the Court of Session, Carnegie v. Roxburgh County Council. Good progress had been made in the work of the various ancillary societies. Efforts had also been made towards the establishment of a Whitley Council for Scotland and a conference on the subject was likely to be held about the month of April.

Mr. J. Weir Neilson, the honorary treasurer, submitted the annual financial statement, and both the report and the financial statement were approved. The existing office bearers and the Conveners of Sub-Committees were all re-elected, and Mr. John A. Fraser and Mr. Jas. L. Craig were appointed to represent the Council at the annual conference. It was decided to submit a resolution to the annual conference, suggesting the establishment in Scotland of a Guest House or Home for Convalescents.

On the suggestion of Mr. Brodie, the Sports Secretary, it was agreed to make a grant of six guineas to the B. & O. Fund out of the balance at the credit of the Sports Account. It was decided that Standing Orders be framed. The next meeting is to be held in Aberdeen on April 13.

We congratulate Mr. Donald Maclean, Public Assistance Officer, Greenock, on the honour conferred on him by His Majesty. His name appeared in the New Year Honours' List as having received the M.B.E. Mr. Maclean has long taken an active interest in the affairs of the Association, and for the past two years has been Convener of our Scottish Law and Parliamentary Committee. So far as we know, Mr. Maclean is the first Scottish Poor Law Officer to receive such an honour.

Argyll County Council has now taken a definite step towards the adoption of a Superannuation Scheme, and is obtaining an actuarial report. Renfrewshire County Council and Stirling Town Council are also obtaining actuarial reports. We believe that Inverness County Council is making a move in that direction, and we are hopeful that Aberdeen County Council will go forward with the scheme which they adopted some time ago, but delayed bringing into operation. The question of giving approval to our Compulsory Bill has been before several Town Councils in Scotland within the last month, and we are pleased to note that Perth and Kilmarnock and several smaller towns have indicated their approval of such a measure. It would seem, indeed, that Scottish Local Authorities are now pretty unanimously in favour of the principle of superannuation.

Since last month's notes were written, annual meetings have been held in Aberdeen and Inverness. At both meetings satisfactory reports were submitted. The Aberdeen meeting came to the important decision to extend an invitation to the Association to hold their annual conference for 1936 in the "Granite City." Mr. A. J. Macintosh, Deputy City Engineer, was elected President of the Branch in room of Mr. A. B. Gardner, City Architect, and all the other office-bearers were re-elected.

At the Inverness meeting, Mr. Smith Laing, Town Clerk, President of the Branch, occupied the chair, and there was a lively discussion on several topics, particularly with regard to more frequent meetings. In so widely scattered an area as that covered by the North of Scotland Branch, the difficulties of holding meetings are obvious, but it was ultimately decided to have three or four meetings in the year.

Mr. W. M. Mowat, formerly Public Assistance Officer of Edinburgh, died very suddenly on the first day of the year. He retired only some 18 months ago. He was of a quiet and kindly nature, and took a deep interest in the affairs of the Association. We deeply regret his passing so soon after his well-earned retirement.

CHRISTMAS AT NALGO HOUSE

A Resident's Impressions

Excitement reigned supreme on Christmas morning at Nalgo House. There was no Father Christmas except the postman, but even this was amply counterbalanced by the fact that many surprises were promised and much fun anticipated towards the evening.

Amidst the beautiful surroundings of a room well decorated with holly and festooned with streamers all the guests were seated at tables, which were tastefully laid with crackers, mysterious parcels, etc., lending a truly "Christmassy" air. The turkey, however, was by no means mysterious, being very real, and had been very kindly provided by the Bakewell Branch, to whom very many thanks must be given. During dinner, many toasts were drunk, and gaiety pervaded the whole proceedings.

This hearty meal was the cause of a very quiet afternoon, but the evening, at the invitation of the guests, and with the approval, of course, of the Matron, the staff were invited to join them for a whist drive, after which Christmas games were played, the whole proceedings being thoroughly enjoyed.

Wednesday was spent very quietly, after the previous day's excitement, but Thursday found Nalgo House a veritable hive of industry, for was it not the day of the Staff Party? After lunch the guests, in the guise of chefs and "nippies," took charge of the proceedings, *and* the kitchen (including the washing and cleaning up which the party entailed). During the morning the guests were exceedingly busy with scissors and black and white crepe paper contriving their uniforms, which for the rest of the day were worn with conspicuous bravery. (*Picture on page 51.*)

After tea, the staff invited the guests to spend the evening with them, and what a party it proved! It was quite the event of the year. Games were indulged in; there were sing-songs, and individual efforts by guests, staff, and friends all added to the thorough enjoyment of everyone. At the end of the evening, speeches were made and were followed by ringing cheers, the finale being the singing of "Auld Lang Syne."

Everyone was happy and everyone was glad to have spent such happy days at Nalgo House during Christmas, 1934.

No, Matron has not been forgotten—as usual, she worked very hard all the time and was the mainstay of the whole festivities for which many thanks and three loud cheers!

CENTENARY CELEBRATIONS

ACTIVE preparations are proceeding throughout the country in connection with the celebrations of the centenary of local government in its modern form. Among the first reports to hand is that from South Shields where, at the Glebe Methodist Church, a commemorative service was attended by members of local branch of the Association, accompanied by the Mayor (Councillor J. W. Watson) and a large number of aldermen and councillors. At the commencement of the service, the large congregation sang "The Doxology" as a thanksgiving for the successful termination of the coal strike, the minister, the Rev. George Fawcett, paying tribute to the great efforts of the Mayor and Town Clerk (Mr. Harold Ayrey) in this connection. The lesson was read by the Borough Treasurer (Mr. R. H. Coulthard).

The Rev. Mr. Fawcett remarked that he was glad to see that the local government officials decided that the opening ceremony of their centenary celebrations should be a religious one, and the Glebe Church was delighted to have the N.A.L.G.O. members with them that night.

They recognised that N.A.L.G.O. was an association of importance, not only because of its personnel, but because of the magnitude of the work it did.

They trusted that the celebrations would be a great success, and that they would result in such inspiration that their work in the days to come would be even more interesting and successful than the best of the past.

The last half century had marked phenomenal progress in local government. More and more had power been delegated to local bodies, until to-day there was no phase of life between the cradle and the grave that was not touched by some department of local government. "Aye, and even before the cradle and after the grave," added the preacher

An ambitious programme for the celebration of the centenary is contemplated at Merseyside, Liverpool, Birkenhead, Wallasey, and Bootle. Branches have been in conference, when it was arranged to hold a banquet and to approach the municipalities to initiate celebrations. Lord Derby is to be the guest of honour at the banquet on February 23. Representatives of the four local authorities have conferred with representatives of the Association, and the following suggestions have been agreed upon in principle:

(*a*) That the week ending February 23, 1935, should be known as "Merseyside Municipal Government Week."

(*b*) That a special service be arranged at the Liverpool Cathedral for Sunday, February 17, and that churches of all denominations should be asked to hold special services on that date to direct attention to civic matters.

(*c*) That the Merseyside Authorities publish a handbook indicating the scope of the undertakings under municipal control and directing attention to the importance of local government to every citizen.

(*d*) That the Press be invited to publish a series of articles on various aspects of local government.

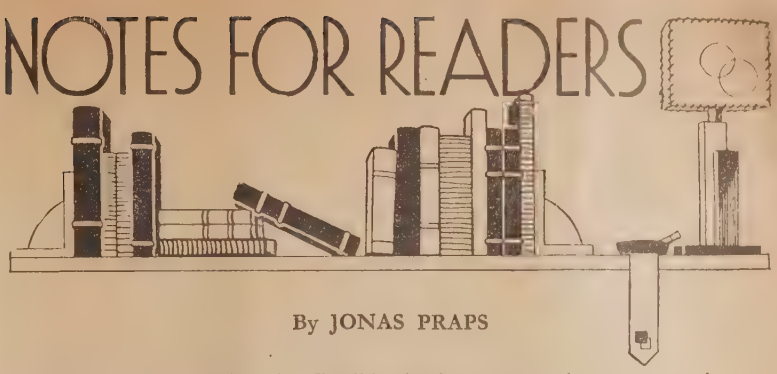
(*e*) That receptions in honour of the occasion be given by the corporations, and that public buildings be open to inspection and attention directed to anything appropriate from a centenary celebration standpoint in the art galleries, museums, libraries, etc.

(*f*) That the week's celebrations culminate in the officials' banquet on Saturday, February 23.

The Executive Committee of the Barrow Branch is preparing a programme. A sub-committee of the Executive Committee of the Southport Branch has been appointed to draft a programme which will eventually be submitted to the Mayor and representatives of the Corporation. Stockport Branch has been in communication with the Mayor regarding the formulation of a programme of events.

(*Continued overleaf, column* 1)

NOTES FOR READERS



By JONAS PRAPS

"THE Old Mill: Being the Candid Chronicles of Penelope Potter" (Oliver and Boyd, 6s.), is the diary or rather notebook of a young lady, the proprietress of the tea-room in a village near Edinburgh. She is London born and worked in the War Office during the war, but losing fiancé, father and mother, purchases the old mill which had at one time belonged to the family, turning it into a delightful tea-room. In the book she tells of her neighbours and customers, among them "the bright lad in one of those three-wheeled motor-cars like beetles which drive furiously along the roads." Through it all there runs her own story and many excellent comments concerning her philosophy of life.

Satire

In "Pantechnicon," Neve Scarborough (Muller, 7s. 6d.) gives us a satirical story of a very unusual kind. It is not a book which will appeal to the readers who only enjoy a straightforward tale. The story describes the doings of the staff of a huge store run on very unorthodox lines. The proprietor, called "Master" by everybody, is a high-souled individual, who engages the staff for their social standing, not their salesmanship. An admiral (retired) and several university men and women are engaged and put to positions they have no experience in after being initiated to the "brotherhood" of the staff. The "Master's" great idea of securing the services of a dethroned foreign monarch and suite turns out rather disastrously when he falls in love with the monarch's daughter and is deceived by her. The book is a clever piece of satire.

Mr. Ivor Brown froths at the mouth a good deal in "I Commit to the Flames" (Hamilton, 6s.). He sets about bringing a little commonsense to bear upon the modern cult in many things. Modern psycho-analysts, the protagonists of "sex-filth," the educationists and the poetic-logicians are scathingly dealt with: those whose doctrine is based on the theorum that "self-control is . . . as a warping influence . . . *libido* is the governing fact." D. H. Lawrence and Prof. Flugel (in "Outline of Modern Knowledge") on the phallic side and other well-known writers on the topics named receive special treatment. The book expresses in no uncertain terms what Mr. Brown thinks about these modernists, and there is a great deal of sense in what he says. The book has been out some little time, but has been reprinted on three occasions.

Henry V—The Man

From the classifier's point of view it is frequently very difficult to decide whether lives of monarchs belong more properly to history than biography. This is, perhaps, more truly so of the older than the modern writers. With a few outstanding exceptions, the older biographies of monarchs were like old tapestries: the individual outline was not too clearly defined, it was rather lost in the general design. This is much less true of such writers as Philip Lindsay in, for example, "King Henry V" (Ivor Nicholson, 10s. 6d.). Here you get a clear-cut picture of a man as well as a monarch: his character and personality. Henry, from all accounts, had not been behind other young courtiers of his day in tasting the pleasures of life to the full, but it is to his credit, that after ascending the throne he devoted himself to the inevitable fight over France, to governing his country, and to his lawful wife. Mr. Lindsay's book is excellent.

Educating The Baby

In "How Like an Angel," by A. G. Macdonell (Macmillan, 7s. 6d.), three missionaries are wrecked on an island in the South Seas, together with a baby boy. The three represent England, France and Germany and each takes a turn in educating the boy. The main part of the book is the effect of this curious upbringing when eighteen years or so later the boy is rescued and returns to civilised life. He is mistaken for a notoriety of the film stage and has some humorous experiences in escaping the clutches of designing females. It contains an idea which, if it had been treated perhaps in a more conscientious and philosophical line, would have afforded a serious study of the essential differences of the nationalities of man, even to education. As it is, the book is readable from a light standpoint, and is entertaining and humorous without being silly—a fault which is too prone to arise nowadays in humorous efforts

CENTENARY CELEBRATIONS

(*Continued from preceding page*)

Wallasey Council is preparing a programme and the honorary secretary is in direct touch with the Town Clerk on the matter.

Amongst other methods, which have yet to be decided, in the West Riding arrangements are being made for a special service to be held in York Minster at which the whole of the corporations in West Riding and possibly in Yorkshire will be present. It is probable that the Archbishop of York will attend this service.

The National Executive Council of the National Union of Teachers has referred to its appropriate Committees the various suggestions which were made to the Union. In the meantime, the editor of the official journal of the Union is arranging for a special supplement dealing with the centenary year and containing contributed articles from various eminent authorities. The Union has also asked the general secretary to address its annual conference on April 20, 1935.

As regards the National Union of Women Teachers, arrangements are being made for articles to appear in the official journal of this Union, and it is probable that the Union will make up a party for the centenary cruise.

The Executive Council of the Educational Institute of Scotland has agreed to co-operate with the Association, and a scheme is in course of preparation.

The School of Social Study and Training (Glasgow University) will devote its ten lecture course of study for the Social Study Diploma of the University to the century of local government, and will make it open to the public. The course commences during next autumn.

The London School of Economics has arranged a programme of eight public lectures which will be delivered between January and March, 1935. The following is the timetable of the lectures :—

January 31, "The Historical Background"—Mr. J. L. Hammond, D.Litt. (The Chair will be taken by Sir Henry N. Bunbury, K.C.B.)

February 14, "The Improvement of the Environment"—Mr. H. Finer, D.Sc. (Econ.)

February 21, "The Problem of the Poor"—Mr. W. I. Jennings, M.A., LL.D.

February 28, "The Growth of Municipal Democracy"—Lord Snell. (The Chair will be taken by Sir W. A. Robinson, G.C.B., C.B.E.).

March 7, "The Metropolis"—Mr. W. A. Robson, LL.M., Ph.D.

March 14, "The Supersession of County Government"—Mr. R. C. K. Ensor, B.A.

March 19, "The Lessons of the Past Century"—Professor H. J. Laski, M.A.

Dagenham's Enterprise

Dagenham Urban District Council are to be congratulated on their enterprise in preparing and sending to every householder in the district a brochure which is designed as a tribute to the centenary of English local government this year, and also as a means of informing the people about the public services at their disposal. This is a method of recognising the centenary which might very well be copied by many other authorities. The Urban District Council, it may be recalled, was set up in 1926, and the building of the Becontree Estate changed Dagenham from a country village to a town of 100,000 people. At one step Dagenham thus inherited the accumulated responsibilities of the last hundred years. Such useful little books as this should help to awaken a sense of civic pride and faith in the future of local government. Mr. John G. O'Leary, Chief Librarian, who has edited the brochure, seems to have left no phase of administration untouched in this admirable summary of the work of an enterprising local authority.

SPORT

SOUTHEND-ON-SEA COMPETITION

In June last a knock-out competition, including cricket, tennis and bowls, was started among the Departments of the Southend-on-Sea Corporation. A silver Trophy was donated by Mr. Robt. H. Dyer, Borough Engineer and President of the local branch of N.A.L.G.O., and after some keen games the Education Department gained the highest number of points. Mr. Dyer presented the Cup to the Department at the annual general meeting of the Branch held recently. An entrance fee was charged, and the result was £4 9s. 6d. handed to the Benevolent and Orphan Fund. This competition will now become an annual event.

Sports Cup presented by H. F. Veness (Hastings) to the South-Eastern District Committee

LEICESTERSHIRE ASSOCIATION ANNUAL DINNER

There was a very good attendance, numbering 300 people, at the annual dinner and dance of the Leicestershire Association, held on Wednesday, January 16. Dr. Wotherspoon, President of the National Association, was among the guests, who also included Mr. Victor Pochin, Vice-Chairman of the Leicestershire County Council. Mr. Pochin deputised for the Chairman of the Council, Lieut.-Col. R. E. Martin, who is in Scotland.

Mr. Lucas E. Rumsey, Clerk to the County Council, proposed the toast of "The Visitors," to which Dr. Wotherspoon replied.

The raffle organised at the dance in aid of the N.A.L.G.O. Benevolent and Orphan Fund was very successful. The two prizes in the raffle, for lady and gentleman, were won by Mr. and Mrs. Kennard. During the evening a cabaret show was given by Miss Muriel Clayden and Miss Sheila Brockington. Among those present were: Mr. and Mrs. L. E. Rumsey, Dr. and Mrs. Wotherspoon, Mr. and Mrs. W. H. Brockington, Captain and Mrs. E. G. Fowler, Mr. and Mrs. C. E. Bream, Dr. and Mrs. J. A. Fairer, Dr. and Mrs. K. Cowan, Dr. and Mrs. N. A. Coward, Mrs. W. E. Westhead (secretary), Mrs. Westhead, Mr. and Mrs. F. E. Millington, Mr. W. S. Bishop, Dr. H. Selby, Mr. and Mrs. R. H. Holt, Mr. and Mrs. H. Collington, Mr. and Mrs. Pinder, Mr. and Mrs. Newman, Mr. and Mrs. Durrant and Mr. H. J. Tilson.

BRIDGE FORUM

By NEVILLE HOBSON

The Good Loser

"LET me play cards with a man for an hour and I will tell you his character," is a saying which some of my readers will doubtless have met before. Who the author of observation was I do not know, but there is a wealth of truth in it.

There are few games which indicate a person's character and temperament so effectively as Bridge, which reveals the weak spots—sooner or later.

Who of us does not know the pleasant, cheery and kindly opponent who condones our mistakes and is the acme of good fellowship while he is winning. Let him lose consistently for an hour (and who does not get this experience from time to time?) and hear him bark at his partner, complain of the run of the cards, and insist, when two finesses go wrong, that luck and fate are dead against him.

I have used the masculine pronoun, not merely for purposes of convenience, but because of my impression that the feminine counterpart of this type of player is rarer. Personally, I am beginning to feel that our women friends can give us men a definite start in the race for good and cheery sportsmanship at the card table.

Test of Character

I must not wander from my initial text, however, so invite reflection upon the steady, rock-like play of MacPherson, the dashing bids of Brown, the timidity of Robinson and the over-calling of Smith. In all of these you can read some of their outstanding characteristics, particularly the trait of selfishness in the last-named.

Again, what a test of temper it can be! What intensive arguments two self-opinionated players will indulge in, and how fast and heatedly the words fly! A game can be interrupted for several minutes whilst two excited players wrangle over a mis-played card, a wrong lead or a question of the laws.

To take another aspect of this human question—the man or woman (I will include them both) who has a mean streak will disclose it by tricks and manœuvres such as: Hesitating to pull out a card (in order to encourage another player to take a finesse); sighing when a wrong card is led (to give information as to what is required the next time); and so on, to the end of the chapter—though the Gods of Bridge are to be thanked that these subterfuges are not common.

The talkative temperament is quickly displayed, and it should be emphasised that the ideal game can only be played with a minimum of chatter—which should, of course, be suspended during the bidding and play of each hand. This sounds very elementary, but it is extraordinary how many experienced Bridge players (particularly . . . no, I won't say which sex) will go on chattering whilst the players are considering their bids.

Method of Play

The cards should be played at an equal rate and reasonably fast. The only occasion when an appreciable pause should be necessary (apart from the case of the unusually complicated hand) is after the lead of the first card, when it is advisable for the declarer to map out his plan of campaign in the light of dummy. After this the play should run smoothly, and there should be no inflection of the voice to indicate annoyance or satisfaction, and no significant signs.

How many readers of this column can lay their hands on their hearts and say: "I never give any indirect indication of the nature of my hand?" Very, very few! Well, here's a belated New Year's toast to "The Good Loser."

K·B

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N.A.L.G.O. MEMBER'S APPOINTMENT

Mr. John Herbert Warren, assistant Solicitor to the Birkenhead Corporation, a staunch member of the Association (being the chairman of the Birkenhead branch) and an extensive writer on local government subjects, has been appointed to the position of Clerk to the Newton-in-Makerfield Urban District Council. He will receive a salary of £600 per annum, rising to £800, and he will take up his new duties on April 2 of this year.

Mr. Warren, who is in his fortieth year, succeeds Mr. C. Cole, who has been Clerk to the Urban District Council for thirty-four years. He is a native of Warrington, and was educated in Birkenhead. He entered the service of the Birkenhead Corporation at the age of 15. In 1924 he became Parliamentary Labour Candidate for Wallasey when he unsuccessfully opposed Sir Burton Chadwick, the Conservative member. Mr. Warren was re-adopted as candidate, but tendered his resignation in 1929 for business reasons. In 1927 he was appointed a Justice of the Peace for Wallasey.

DEATH OF A NOTTINGHAM MEMBER

The Nottingham Corporation has lost a loyal and efficient servant by the death, at the early age of 54, of Mr. Ernest C. Crofts, the Deputy City Treasurer. Mr. Crofts joined the City Treasurer's Office on leaving school, became an incorporated accountant, and was finally appointed Deputy Treasurer some eighteen months ago. His work for N.A.L.G.O. was well known and appreciated. Mr. Crofts attended the inaugural meeting of the Nottingham Branch on November 22, 1906, and continued to serve on the Executive Committee of that Branch for an unbroken period of twenty-five years. He was a past-Chairman of the Executive Committee, and he also saw service on the National Executive Council and the East Midland District Committee, of which latter body he became Chairman in 1913-14 and again in 1921, 1922, and 1923. He was a man whose passing will be deeply regretted by the members of the local branch who bear in mind his efforts for the improvement of the conditions of service of members in the local government service.

The Effect of the Road Traffic Act, 1934, on N.A.L.G.O. Motor Cycle Insurance

Following the announcement on page 4 of the January LOCAL GOVERNMENT SERVICE under the heading of "Motor Insurance," it seems evident from a number of inquiries received by the Official Brokers from *motor cycling members* that the position regarding pillion riding on solo machines is not quite clear to all motor cyclists.

The position under the N.A.L.G.O. Motor Cycle Policy as affected by the 1934 Road Traffic Act is that until the next renewal date of all policies issued or renewed prior to February 1, 1935, underwriters are prepared to give indemnity as required by the Act without additional premium. It cannot be made too clear, however, that the liability as expressed in the Act applies only to claims made by third parties in respect of personal injuries. In consequence any other claims such as liability for damage to the *property* of third parties, damage to the insured cycle, medical expenses, etc., which are not within the scope of the Road Traffic Act will not be covered *when the cycle is being ridden with a pillion passenger* unless the member has paid the requisite additional premium to allow of such use. Members who have already paid the appropriate premium to include pillion riding are not affected by this announcement.

Those members whose policies are due for renewal on or after February 1, 1935, will receive with the renewal notice from the Official Brokers a letter explaining the position as affecting pillion riding as from renewal dates of their policies.

DON'T READ

A text book as you would a novel. Assimilate knowledge as you read.

Sound advice, but few possess the ability to study text books for examination purposes without expert guidance. The Nalgo Correspondence Institute is experienced in giving just that assistance which the student most needs.

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The following is a short list of Institutions for whose examinations coaching is arranged:

National Association of Local Government Officers.
University of London (Diploma in Public Administration).
Institute of Municipal Treasurers and Accountants.
Association of Rating and Valuation Officers.
Various preliminary examinations (including matriculation).
Board of Trade (Inspectors of Weights and Measures and Gas Meters).
Chartered Institute of Secretaries, Incorporated Association of Secretaries and Corporation of Certified Secretaries.
Sanitary Inspectors' Joint Examination Board (both for England and Wales and for Scotland).
Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).
Institution of Municipal and County Engineers (Testamur).
Poor Law Examinations Board (England and Wales).
(*a*) Relieving Officers.
(*b*) Institution Officers.
(*c*) Clerical Assistants.
Poor Law Examinations Board (Scotland).

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NEWS FROM THE BRANCHES

REPORTS OF ANNUAL MEETINGS

ASHTON-UNDER-LYNE

The annual meeting of the Ashton-under-ne Branch was held on November 27, and is followed by the Annual dinner. Mr. . T. B. Whitsun, Waterworks Engineer of the shton-under-Lyne, Stalybridge and Dukin-ld (District) Waterworks (Joint) Committee, is appointed President, and Mr. H. Swallow is re-elected treasurer, and Mr. W. B. Bradley cretary.

BROMLEY ANNUAL MEETING

The annual general meeting of the Bromley anch was held recently at the White Hart otel, Bromley, when about sixty members tended. After a vote of thanks to the retiring resident (Dr. K. E. Tapper), Mr. S. J. Brown as elected President and Mr. W. J. Brocks ice-President for the ensuing year. Messrs. . F. Keen and A. W. Hurry were re-elected on. secretary and hon. treasurer respectively. he annual report and the statement of ccounts were presented. Membership now otals ninety-four. For the first time a Sports nd Recreations Sub-Committee has been ormed, and it is expected that an effort owards development of sports activity will be nade, especially now that the branch is larger.

CARDIFF

The annual meeting of the Public Assistance Transferred Officers' Section of the Cardiff Branch was held at the City Lodge on December 4. Mr. T. F. Shipton, who presided, made a strong appeal to his colleagues to do everything possible to increase membership. The hon. secretary, Mr. W. Conwy Roberts, reported a net increase in membership; that a Joint Consultative Committee had been established; that the Association had secured the admission into the Cardiff Superannuation Scheme of certain officers at the City Lodge who had previously "contracted out" of the Superannuation Acts; that on the Association's initiative, half the salary cuts had been restored, and it was hoped the remainder would be restored in the near future. Mr. T. F. Shipton was re-elected Chairman, and Mr. W. J. Thomas Vice-Chairman.

GLAMORGAN

The twenty-first annual meeting of the Glamorgan County Officers' Branch was held at the Carlton Café, Cardiff, recently. Mr. Arthur J. Gould, (Clerk to the Rhondda Area Guardians' Committee), presided over an attendance of nearly 500. The annual report showed that the Branch membership had increased to 930. Satisfaction was expressed at the National Association's success in connection with the Gissing case and the Unemployment Act, 1934. It was reported that during the year, the temporary abatement in salaries had been ended; scales of salaries for settlement officers and collectors of Area Guardians Committees negotiated; and an improved scale of holidays for probationer clerks secured. A letter was read from Mr. Henry Rowland, Clerk of the County Council, regretting that absence from Cardiff prevented his attendance at the meeting. He stated that he was glad to observe that the Glamorgan County Officers' Association had attained its majority. Mr. E. Charles Pole, the County Surveyor, who was Chairman of the meeting 21 years ago when it was decided to form a branch, addressed the members, and said that it might be of interest to note that the first meeting of the staff was held in that building. The membership of the Association in the first year of its existence, he said, was the comparatively small one of sixty. Prior to the passing of the Local Government Act, 1929, it has increased to 250, and at the present time it was well over 900. Mr. E. A. Chapman proposed a vote of thanks to Mr. Pole. Mr. J. E. N. Davis also addressed the meeting.

LEICESTER

The annual general meeting of the Leicester Branch was held in the Town Hall on December 18. Mr. H. C. Mansfield presided. The annual report recorded a substantial increase in membership, and all-round activity in the interests of the members; also that the temporary deductions terminated on December 31, 1933. Mr. T. S. Griffin (Deputy Water Engineer) was elected President, and Mr. J. J. Clist (Chief Assistant, Rates Department), Mr. R. W. Ramsay (Master, Swain Street Institution), and Mr. E. Robins (Chief Assistant Solicitor), Vice-Presidents.

MORLEY

Mr. L. Hill, General Secretary of the Association, addressed a meeting of the Morley officers on January 9 on "Local Government." The meeting was presided over by the Mayor of Morley (Alderman Harold Rhodes), and a number of members of the Council were present. The Town Clerk (Mr. E. V. Finnigan), Councillor Barker, the Medical Officer of Health (Dr. Hill), and the Director of Education (Mr. W. H. Bolam), also spoke.

NEWPORT (MON.)

The annual general meeting of the Newport (Mon.) branch was held at the Town Hall, Newport (Mon.), on December 12, when 140 members were present. Mr. Norman T. J. Moses, Borough Treasurer and Comptroller of Newport, the retiring President of the Branch, proposed the election of Dr. Irene T. J. Ruxton as President for the ensuing year, and on her appointment congratulated her on being the first woman President. The new President, in her address, referred to the programme for celebrating the Centenary of Local Government during 1935. Mr. Granville Llewellyn, N.E.C. representative, gave the members some interesting facts on the work of the N.E.C. The annual report and statement of accounts of the Executive Committee for the year ended October 31, 1934, showed that the membership of the Building Society was 5,769 at December 31, 1933. Applications for advances during the year numbering 719 were approved, and the sum of £437,722 was advanced on reliable leasehold and freehold property.

SALOP

The annual general meeting of the Salop Branch was held at the Shire Hall, Shrewsbury, on December 21. The meeting was preceded by an address by Mr. J. E. N. Davis, Divisional Secretary. Mr. W. H. Pendlebury, President of the Branch, occupied the chair. Subsequently Dr. T. R. Elliott presided. The report stated that the membership had increased and that endeavours were being made to induce every officer to join the Association. Satisfaction was also expressed with the Staff Handbook, issued by the Clerk of the County Council to each member of the staff. The officers were re-elected, except that Mr. W. Walton was elected hon. treasurer in place of Mr. A. E. Hadley, Legal Assistant in the Clerk's Department, who had been hon. treasurer for many years. A cordial vote of thanks was accorded to Mr. Hadley for his very valuable services.

APPOINTMENT

Mr. William Richard Cruse, legal clerk in the Town Clerk's office at Stoke-on-Trent, has been appointed deputy Town Clerk to the Pudsey Borough Council.

CORRESPONDENCE

AN OPEN LETTER TO ALL N.A.L.G.O. MEMBERS

The many thousands of N.A.L.G.O. members who are looking forward to the 1935 "Beano" Magazine with great expectation, and who are already fingering the shillings they will spend on their copies (all *Pro Bono Fundum Benevolentum, cela va sans dire*, as one might say) will naturally want to know something of the effect of the recent Act on our Prize Scheme.

Well! The prizes are there ready for all who rightly claim them, but, after talking the matter over with Mr. Simonds, the esteemed Solicitor to the Association, we have come to the conclusion that all N.A.L.G.O. members would prefer to remain law-abiding citizens rather than languishers in gaol, and as the new Act is so difficult to cope with, in countless ways, we have arranged that the prizes will be awarded not by the possession of a casual number but by a simple—very simple—competition, *in which only purchasers of "Beano" can take part*, but which will *give everyone a chance* to win the prizes that swell our list. They are handsome prizes, for the list is headed by a £20 cash award, followed by £15 and £10 respectively, and even after this there are no fewer than fifty prizes, ranging from a week's holiday for two to a bottle of port, and, in the case of one facetious donor, a collar-stud that will not roll under the bed!

"Beano" 1935 promises to be a really fine production. The frontispiece is a beautiful drawing specially provided by Mr. A. Allan Adcock, and the articles and drawings sent in by N.A.L.G.O. members are of a high order of merit. So you will get full value for your shilling, while everyone holding a copy of "Beano" 1935 will be eligible for the simple competition with the big prizes mentioned above, details of which will be found in the pages of "Beano."

Very soon we shall be asking the help of branch secretaries to ensure that full supplies of "Beano" are in the hands of every branch and its individual members, for, please remember, *every copy sold means a shilling for the N.A.L.G.O Benevolent Fund.*

We have worked very hard to give you a really fine "Beano" 1935, and so, in justice to us, and to the Benevolent Fund, and to yourself, it is only fair for every N.A.L.G.O. member to be getting restless about his or her copy.

Order it in advance, if you like, from your branch secretary.

E. J. Burrow
(Hon. Editor, "Beano" 1935)
D. W. Herdman (Hon. Secretary).

OFFICE CONDITIONS

To the Editor,

Local Government Service.

Sir,—The average public—particularly if they are ratepayers—generally seem to visualise local government employees working in ideal and luxurious conditions. This may be so to some extent where members are enjoying the benefit of a new town hall or municipal buildings, as the case may be; but taking a general view of the country there are plenty of municipal offices which leave much to be desired. A few years ago I fell down the stairs of a certain office, fainted and bruised my head. No first aid appliances were available, and not even a glass to give me water. The staff sometimes brought their own in the summer. Why isn't it made compulsory for first-aid-cases to be installed in all buildings? Plenty of minor accidents can happen in an office. I once visited a council office at a small seaside resort, and the official had to shake the thick dust off a plan before unrolling it. There are some splendid up-to-date offices for local government administration to-day, and I sincerely hope that many other towns will follow the example and move with the times and abolish dingy unhealthy rooms in which humans have to spend the whole day. N.A.L.G.O. must work for this.

Yours, etc.,
"Modern."

B. & O. FUND

HAMMERSMITH BRANCH EFFORT

On Tuesday, February 26, the Hammersmith Branch will provide Metropolitan members and friends with the opportunity of spending an enjoyable evening and assisting the Benevolent and Orphan Fund.

Within two minutes of Hammersmith Broadway (easily accessible from all parts of London and suburbs) there is the famous Palais-de-Danse—with a floor capable of accommodating 1,500 dancers at one time—a specially sprung maple floor laid down last summer at a cost of £5,000. The *exclusive* use of the hall, the dance orchestras and cabaret, has been secured, and the entire proceeds, less expenses, will be paid over to the B. and O. Fund. For those not desirous of dancing there is seating accommodation (small tables) for approximately 500 around the dance floor or in the spacious balcony. Arrangements have been made whereby parties may reserve tables for their exclusive use during the evening.

Refreshments will be obtainable at reasonable prices, and application has been made for a licence. There will be two bands—Alan Green's and Oscar Rabin's Romany Band—to provide the dance music from 8 p.m. to 2 a.m., and in addition a first-class cabaret will be provided.

Good prizes for spot dances, lucky ticket numbers, etc., are to be given. London Transport are willing to make special arrangements for the return to distant homes in the early hours of the morning, provided the estimated minimum support of Greater London Branches is forthcoming. The tickets are only 2s. 6d. each, and for this modest sum you have an opportunity of assisting the B. and O. Fund and at the same time providing yourself with an evening's entertainment second to none. Admission will be by *ticket only*, and the response to the appeal should ensure the Palais being filled to capacity.

To sum up: (1) Grand Ball and Cabaret; (2) At Palais de Danse, Hammersmith, W.6; (3) Tuesday, February 26, 1935, at 8 p.m.; (4) In aid of the B. and O. Fund; (5) Tickets, 2s. 6d. each, obtainable at the Town Hall, Hammersmith, or from Branch Secretaries in the Metropolitan District.

On December 15 last, the Wimbledon Branch of N.A.L.G.O. held the first of two seasonal dances. The local Dance Committee will bear the B. and O. Fund in mind when deciding what to do with the small, but none the less welcome, profit. N.A.L.G.O. members in South and South-West London are advised that a very pleasant evening spent in congenial company may be had at the Wimbledon Town Hall at trifling expense when the local Branch organises a dance.

THE "MAKINSON BEQUEST"

Generous Donation to the B. & O. Fund

Mr. J. W. Makinson, who recently retired from the local government service, was associated with N.A.L.G.O. almost from its inception and was the first honorary secretary of the Preston Branch. When he retired, of course, he had to break his active membership of the Association, but he felt that he would like to maintain his contact with an organisation in which he was so interested and decided to do this in what is perhaps the most praiseworthy manner possible. He made a donation of £50 to the Benevolent and Orphan Fund, provided that the money would be invested and the interest derived therefrom credited to the Preston Branch contributions in perpetuity. Naturally, the Management Committee gladly availed itself of this unlooked-for generosity and, although the "Makinson" Bequest is the first, it is hoped that it will not be the last of such bequests to the Fund. Just imagine it. Four hundred years' subscription in one "bite" and some members forget to pay 2s. 6d. at the rate of 2½d. per month!

PERSONAL

(*Continued from page 41*)

supporter and the Worthing and District Branch an esteemed colleague.

We have to report with regret the death of Alderman Hamilton Crothers, Batley, the chairman of the West Riding Provincial Council. Alderman Crothers, who was 66 years of age, had been a tower of strength to local government in the West Riding, his energies and abilities being directed far beyond the confines of his own town. His sincerity, earnestness, and conscientious devotion to duty endeared him to all those with whom he came into contact. He will be difficult to replace.

Mr. Harold Archer, Assistant Sanitary Inspector, Birmingham, has been appointed Meat and Foods Inspector in the Veterinary Department, Birmingham. Mr. Archer, until just over two years ago, was a member of the staff of the Health Department, Walsall, for five years.

Southgate Corporation has elected Alderman W. H. Pullinger, J.P., as Mayor for the current year. For two years, Mr. Pullinger was chairman of the Southgate Urban District Council, and for many years held the chairmanship of the North Middlesex Assessment Committee. He was also a member of the Central Valuation Committee, Middlesex County Valuation Committee, Metropolitan Water Board, and various other public offices. Mr. Pullinger has spent his life in the public service, and his valuable services before his final retirement from local government work will be remembered in connection with N.A.L.G.O. He also for some years held the important office of president of the Incorporated Association of Rating and Valuation Officers. His public service exceeds sixty years.

A member of the Irlam Branch, Mr. H. H. Stanley, Assistant Clerk and Accountant to the Irlam Urban District Council has been appointed additional Assistant Clerk and Accountant to the Chesterfield Rural District Council and Clerk Elect for the new Urban District of Stavley (Derbyshire), now part of Chesterfield R.D.C. The new Urban District will take effect from April 1 next.

PRESENTATIONS

On the occasion of his leaving to take up a similar appointment under the Derbyshire Council in the Scarsdale Area, a presentation was made to Mr. A. M. Fletcher, who has held the position of Casepaper Clerk under the Lanchester Guardians' Committee of the Durham C.C., by his colleagues. The presentation took the form of a suitcase which was handed to him by Mr. A. Richardson, local correspondent of the Lanchester Sub-Branch, who expressed the sincere good wishes of his colleagues and expressed the hope that Mr. Fletcher would have every possible success in his new sphere of work.

The annual meeting of the Monmouthshire branch was held at Newport on December 21. There was a presentation (made by Mr. G. Llewellyn on behalf of the members of the Branch) of a silver rose bowl to Mr. A. O. Patterson on his departure from the service of the County Council and N.A.L.G.O. to take up an appointment under the new Unemployment Assistance Board. Mr. Patterson has been a member of the staff of the Monmouthshire County Council for twenty-two years, and Branch hon. secretary for thirteen years. Keenly interested in all sections of N.A.L.G.O.'s activities, Mr. Patterson was well known to all members of the South Wales and Monmouthshire District Committee. During his term of office the Branch membership had increased five-fold, and this is largely attributed to the enthusiastic and energetic manner in which Mr. Patterson had always pursued his duties as Branch hon. secretary. On his departure from the Local Government Service he carried with him the best wishes of all for happiness and success in his new sphere. Mr. B. E. Jenkins was elected President of the branch for the ensuing year, Mr. E. A. Stanton, hon. secretary, Mr. H. W. Gammon, hon. treasurer, Mr. H. V. Taylor, Education Correspondent, and Mr. D. L. Jones, Building Society Correspondent.

A presentation of a canteen of cutlery and barometer was made by the staff of the Berwick Council recently to Mr. John D. Buglass of the Borough Treasurer's Department, on the occasion of his marriage. The Town Clerk (Mr. F. G. Norman) presided, and the gifts were presented by the Borough Treasurer (Mr. G. Gibson).

Durham County Branch occupies a leading position with increased membership, the number of fully paid members being now 728—an increase of 92 on the previous year and 226 on 1932. Thanks are expressed in the annual report of the Executive Committee to departmental collectors and local correspondents for their loyalty and wholehearted endeavours.

Membership of the West Riding County Branch is now 1,373—an increase of 53 members during the year.

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SOCIAL EVENTS IN THE BRANCHES

ANNUAL DINNERS AND DANCES

ANGLESEY

At the Branch dinner at Llangefni recently, he toast of "N.A.L.G.O." was proposed by Mr. O. Caerwyn Roberts, who presided. The honorary Secretary (Mr. A. Owen) replying, gave a short address on the work of the Association, and informed the company of the steady increase in the membership of the local branch. The company received in an enthusiastic manner an address given by Mr. Walter O. Jones, B.A., M.B.E., and Dr. J. R. Prytherch.

BEDFORD DINNER

Bedford County Branch held a dinner on December 5, at Dujon Restaurant, Bedford. Among those present were: Mr. Frank Finch (N.E.C.), Mr. Kershaw, London; Mr. Robinson, Town Clerk of Luton. Over eighty members of the branch attended.

BOGNOR REGIS

A company of 140 attended the Bognor Regis Branch annual dinner on January 4, when the President (Mr. M. Lindsay Taylor, Clerk of the U.D.C.) took the chair, and the speakers included the chairman and vice-chairman of the U.D.C. (Capt. H. C. Pocock and Capt. H. W. E. Thomas), and Mr. L. Hill, General Secretary of the Association. Arrangements were by the Branch Social Secretary, Mr. D. A. W. Florence. A dance followed. The U.D.C. have agreed that a committee should meet representatives of the branch to discuss centenary celebrations during 1935.

DON VALLEY BRANCH

A meeting of the Lecture and Debating Society of the Don Valley Area Branch of the West Riding County Officers' Association was held recently. Mr. Dempster was appointed Chairman, and Mr. Reeves, Hon. Secretary of the Society. An "Impromptu Evening" was held on December 14, 1934. There were thirty-two members present at the annual General meeting of the Association held on December 1. Mr. Joseph Chambers, in the absence of the President, occupied the chair. Afterwards a whist drive was held at the Staff Club. Nurse Cullis and Mr. Stubbs have succeeded in obtaining seats on the Executive Committee, and, along with that held by the Area Representative, the Area Branch has a total of three members on the Executive.

HALIFAX BRANCH DINNER

The twenty-seventh annual meeting and dinner of the Halifax and District Branch was held at the Alexandra Café, King Edward Street, Halifax, on Thursday, November 29, 1934. The chair was taken by the Branch President, Mr. Geo. H. Fry, F.S.A.A. The guests of the evening were the Mayor (Mrs. Councillor M. Lightowler, J.P.); the Chairman of the Sowerby Urban District Council, Councillor C. W. Maude, J.P.; the President of the National Association of Local Government Officers, Dr. A. Wotherspoon; and the Divisional Secretary of the Yorkshire and North-Eastern Districts, Mr. J. B. Swinden. Dr. A. Wotherspoon proposed the toast of the Mayor and Corporation of Halifax, and the Mayor responded, supported by Councillor C. W. Maude. Dr. Wotherspoon, in a talk on "Whitleyism," said he hoped that in the near future the Association would have direct discussion with members of the Council; that their representatives could meet the representatives of the Council it would be beneficial to both sides. Mr. Swinden spoke on the great work done by the B. and O. Committee. The arrangements were carried out by the Social Secretary (Mr. H. Margerison).

HARROW FUNCTION

The Harrow Urban District Council Branch which was formed in November held its first social function on Saturday, January 5—a dance at the Rest Hotel, Kenton. About 160 persons were present, among them being Councillor G. F. Telfer, vice-chairman of the Council, Councillor Dr. R. Yorkes, chairman of the General Purposes Committee, Mr. V. Younger, Clerk to the Council, Mr. H. R. Ralph, Treasurer; Mr. J. P. Bennett, Surveyor; Mr. H. W. Rackham, Assistant Surveyor; Dr. E. W. Caryl Thomas, Medical Officer of Health; and Mr. R. J. Bryant, President of the Branch. The dance was arranged by Mr. H. Langrish, the hon. sports and social secretary.

ROCHDALE DINNER

The annual dinner of the Rochdale Branch was held in the Masonic Temple, Richard Street, on December 7. In the absence of the President (Mr. H. Shewring), Mr. G. Webster was in the chair. Among the guests were most of the chairmen of the various committees of the Corporation, and Mr. G. W. Coster (vice-president of the National Association), who is Clerk to the Assessment Committee of the West Derby Union, and Superintendent Registrar for Liverpool. Proposing the toast of N.A.L.G.O., Councillor T. Fairhurst congratulated the local branch on its membership of 350. Response was made by Mr. Coster, who remarked on the great changes which had taken place in the volume and importance of the work of local government. Mr. Coster referred to the "wonderful tributes" which had been paid to Rochdale as a town, and said that it seemed strange to him in such circumstances that the Corporation had not adopted the provisions of the Superannuation Act of 1922. It had been thought that there was a strong possibility of a compulsory scheme, and perhaps he was justified in saying that notwithstanding that Rochdale had not up to the present passed the necessary resolution to adopt the Act, they would welcome a compulsory scheme.

CHRISTMAS AT NALGO HOUSE—THE "KITCHEN" PARTY

MID-SURREY DINNER

The Mid-Surrey Branch held a successful dinner on January 9 at the White Horse Hotel, Dorking. Mr. S. S. Gettings (Surveyor to the Dorking U.D.C. and President of the Branch), who presided, proposed the toast of "The Visitors," who included Councillor Miss F. M. Douglas, J.P., Mr. G. S. J. Morgan (Chairman of Reigate Branch), and Mr. F. A. Bristow (Hon. Secretary, South-Eastern District Committee). Mr. Morgan replied. Mr. W. G. Cull acted as M.C. at an informal whist drive which followed. The Branch was formed in February, 1934, and comprises the officers of Dorking U.D.C., Leatherhead U.D.C., and Dorking and Horley R.D.C., with a present membership of fifty. At the recent first annual meeting, the following officers were elected for the year: President, Mr. S. S. Gettings; Hon. Secretary, M. G. R. Coyne; Hon. Treasurer, Mr. A. E. Corps.

NEWBURN DANCE

Newburn-on-Tyne Branch held a successful dance recently at the Grand Assembly Rooms, Barras Bridge, Newcastle-upon-Tyne. Sixty members and their friends attended and greatly enjoyed dancing to Jaggers Band. The Social Committee have felt encouraged to continue dances on these lines during the winter session.

RIPON ANNUAL DINNER

The newly formed Ripon and District Branch held their first annual dinner on January 10. Dr. Greenwood (President) occupied the chair, supported by the Mayor (Alderman Dixon), Town Clerk (Mr. J. H. Gough), City

STOKE-ON-TRENT DINNER

The fifteenth annual New Year's Eve Carnival Dance organized by the Stoke-on-Trent Branch in aid of the B. & O. Fund was held at the King's Hall, Stoke. The hall had been lavishly decorated, and an arrangement of coloured lights formed the letters N.A.L.G.O. The fancy dresses were judged by the Lord Mayor and Lady Mayoress, Alderman and Mrs. A. C. Harvey; Dr. Wotherspoon (President of the National Association) and Mrs. Wotherspoon; Mr. J. E. N. Davis, Divisional Secretary; Mr. H. Taylor, and Mr. T. W. Poole. The Lady Mayoress afterwards distributed the prizes and was presented with a beautiful Doulton figure by Mrs. Wotherspoon as a tribute from the officials of the Branch.

HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

IN my January notes I referred to the seed catalogues and the floral treasures described therein. All of them give great prominence to the new coloured forms of the already-famous Golden Gleam Nasturtium. I believe I drew attention last summer to the fact that a good crimson form had appeared among my yellows, and it seems that several other shades are also available. My readers can hardly do better than try them, either as separate colours, or in mixture, if obtainable, for the type is a most accommodating plant, easily grown almost anywhere, and we need not doubt that the newer forms are equally amenable.

Naturally, the attention of all amateurs who are able and willing to start early in the season, is directed to raising supplies of various kinds of flower-garden plants. Some people will have heated structures, either in the form of greenhouses or frames; others will obtain fresh manure from a stable and make up a hot bed with the turned and sweetened stuff in the usual way; while others again will manage without artificial heat of any kind, trying to trap sun-heat when there is any about, and covering at night.

Cloches should not be forgotten, as a row in the open can be put together quickly and the night temperature maintained with coverings of litter or other material. At this time of year I would keep the ends of the rows closed, not only to exclude birds, but also to prevent cold currents of air from blowing through.

I mentioned tuberous Begonias and Dahlias in January as demanding heat. Amongst hardy annuals, the Godetia is a slow starter, and amongst perennials are the Columbine and the Delphinium. All these three should be given heat if it is available. If seedling Hollyhocks are wanted for flowering this summer, warmth had better be supplied, but plants for next year's flowering need not be sown before May or June, and then outdoors.

The majority of half hardy annuals will do without artificial heat, and indeed will succeed even if sown a month later than the present.

Here are a few useful things for the garden which can be raised in quantity by sowing in gentle heat now :—

Ageratums, Antirrhinums, fibrous-rooted Begonias, Larkspurs (Delphiniums) such as Blue Butterfly, Lobelias, Nemesias, Primroses and Polyanthuses for flowering early in 1936, Scabious Azure Fairy, Sweet Peas, Verbenas (not forgetting the beautiful and distinct species Verbena Venosa), and Zinnias. I referred to tuberous Begonias, Dahlias, Salvias and Sweet Peas last month.

Seedling Carnations of selected strains are offered in several catalogues as suitable for sowing now to bloom outside this summer, but I would not guarantee success myself unless they could be given a brisk send-off, as they too are rather slow starters. Geums are beautiful and popular and come well from seed.

Here, we see, is an attractive selection from which to raise a stock of plants for the garden, and of course there are numerous beautiful hardy annuals in reserve which can be sown outside in spring.

I might add that Statice sinuata in red, blue, white and yellow forms is a useful bedder which keeps in bloom for many months—rivalling tuberous Begonias indeed as going right on into the autumn; and it responds to treatment as a half-hardy annual. There is also an old rose species of Statice bearing the Slav name of Suworowi. It can be bedded successfully, although often grown in pots.

Several of my amateur friends specialise Zinnias in these days, and small blame to them, for once the plants are fairly started, they are thoroughly amenable, and will go on producing successions of brilliant flowers for many weeks. I agree they need a little nursing in their youth, and also that they are the better for shelter in windy places; but who grudges such attentions? It should not be overlooked that in addition to the Giant Doubles, which are the prime attraction to most Zinnia-lovers, there are special Dahlia-flowered, Quilled, Pompon and Cactus-flowered strains, likely to appeal to lovers of the unusual and bizarre, if to no others.

It is with something of old-time sentiment that I refer to Ranunculuses. Like the Statices (with which, however, there is no further comparison), the flowers have a somewhat stiff and starchy air. Here it is a case of using tubers for this year's flowering, and of planting outdoors rather than in boxes, setting the tubers' claws upward in friable soil. One foot apart all ways will suit, and it will be found that the growths creep together and intermingle so as to form a carpet, from which the stems rise in numbers.

Tuber-use also applies to the brilliant Poppy Anemones, which are allied to Ranunculuses and are probably much more used by amateurs, in order to make sure of satisfactory flowering this year. But it should be added that they can be raised from seed, and as they do not relish transplantation, they are best sown on the site chosen for the bed.

Two very useful flower-garden plants that can be readily propagated by taking tip cuttings from stock plants, perhaps themselves raised from tips in a previous year, are Lobelias and Aubrietias. We simply cannot do without the old dwarf blue Lobelia of the Erinus type (there are many varieties), for with its luxuriant root system, its numerous tufts, and its remarkable duration of flowering—extending far into the autumn in mild districts—it is quite invaluable. In this connexion one may add a note about the annual white Alyssum, of which Little Dorrit is a popular form, because it has the habit and persistence of bloom which distinguish the Lobelia, and being pure white makes an admirable companion to that little treasure. An edging with the two planted alternately, never becomes stale, but more room should be given than is generally the case. A foot from plant to plant is the least amount of space, and eighteen inches much better.

Passing from seedling and tuber bedders to creepers and climbers, I suggest that spare hour or two be devoted soon to pruning and tying. One must assume that rambler Roses were pruned last summer; but climbing Roses are different, as they do not give of the best from one-year-old canes, but from entirely new laterals on old stems. Thus, the pruning can be done in winter or early spring, the main stems being left untouched, but the laterals shortened to about six inches long.

Another interesting though less popular climber which succeeds with precisely the same treatment is the Passion Flower (Passiflora). So, too, do certain of the Clematises, such as Jackmanii and its several forms, lanuginosa and its kin, and the species Viticella with its forms. But that very popular white Clematis, montana, so charming with its snow-smothered sprawling over an arbour or shed, should not be treated in the same way, because it is a spring-bloomer that flowers best on wood made the previous year, and consequently should be pruned after flowering in order to encourage the formation of new shoots for the next year's bloom.

Lawn-mowing at the middle of January is surely unusual, but that is what some of us in the south of England were moved to do this year as a consequence of the very mild and very wet December. But lawn-making may be one consideration with others, and here I would say that those who propose to use seed should get their ground into condition now.

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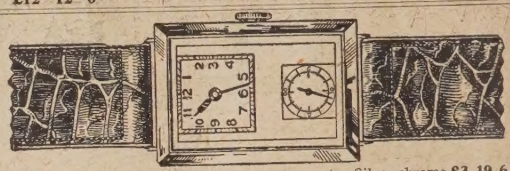

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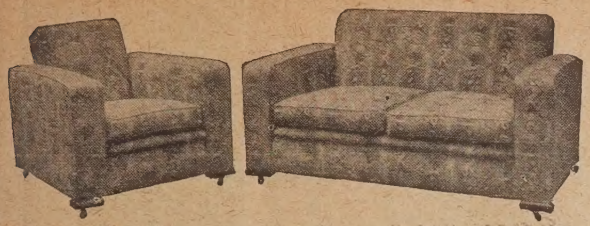

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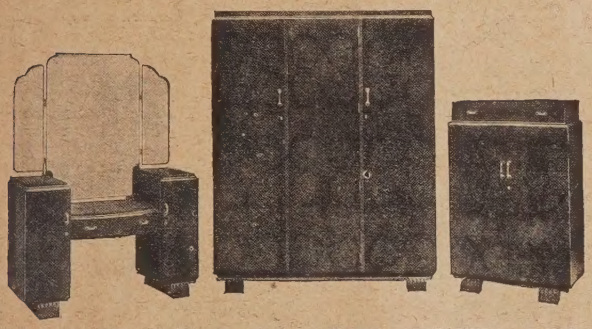

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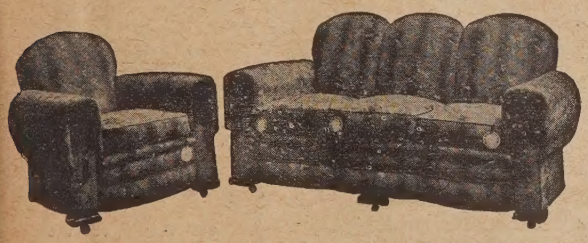

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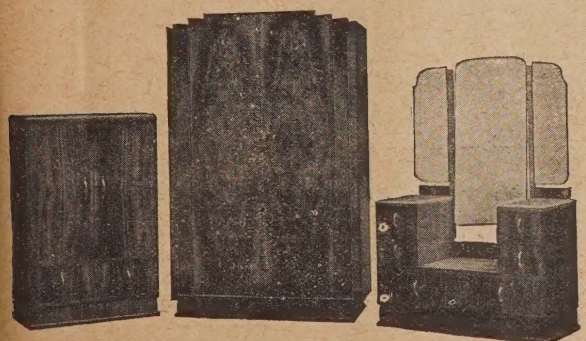

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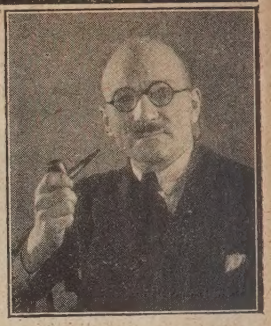

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